Webinar Logistics

- All phone lines are muted. If you have a question, please type your question in the chat box or use the ‘Raise Hand’ icon and your line will be unmuted by the host.

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This webinar will be recorded and posted on: www.themanufacturinginstitute.org
Industry Certifications:
Who Pays?

Community of Learners Webinar
June 27, 2013
Agenda

- **Welcome and Context**
  - Brent Weil, Senior Vice President for Education and Workforce, The Manufacturing Institute

- **Panel Presentation**
  - Craig Lamb, Executive Director of the Corporate College at Ivy Tech Community College in Indiana
  - Kelly Zelesnik, Dean of Engineering Technologies at Lorain Community College in Ohio
  - Shelia Dersham, Associate Director, Washington Aerospace Training and Research (WATR) Center

- **Facilitated Discussion**
Who Pays?

- Cost of industry certifications has been a factor of implementation since launch of the Skills Certification System.
- Early pilot sites benefitted from investments by the Bill and Melinda Gates Foundation to support “proof of concept.”
- Over past few years, numerous models have emerged to address the costs of both program tuition and industry certifications.
Part of Bigger Policy Discussion

As states and sites are moving from embracing the concept of a skills certification system to the reality of actual implementation, the role of state and federal policy as a driver of change is becoming increasingly important.
Model Framework: Who Pays?

Sustainability

- **Individual Pays**: Models for student fees that include industry certification testing
  - Costs embedded in student fees
  - Optional vs. mandatory assessment
- **Employer Pays**: Employer absorbs costs of certification testing
  - Upfront fees for new hires
  - Tuition assistance for incumbent workers
- **Government/Taxes Pay**: Public funding offset costs
  - Use of Perkins/WIA/Pell/GI Bill to fund industry certifications as allowable activities
- **Combination Models**: Unique and creative combinations of funding sources are pooled to cover costs
What are the costs?

**National Career Readiness Certificate/ACT**

- **NCRC (3 Cognitive Tests and Certificate):**
  - $22/person for bundle

- **NCRC Plus (3 Cognitive Tests, 1 Soft Skills Assessment and Certificate):**
  - $31.50/person for bundle

- Initial cost to set up a new education-or government-sponsored testing site is approximately $2,100.
What are the costs?

**Certified Production Technician (MSSC/CPT)**

- **Postsecondary:** One-time registration fee: $60
  - Test Fee: MSSC Cost - $40 for each of four CPT Modules. Recommended markup for test center cost: $15 for center.

- **Secondary:** One-time registration fee: $25
  - Test Fee: MSSC Cost: $19 for each of four CPT Modules

- **Note:** Tests must be given at MSSC-authorized Test Center.
  - Fee for test center authorization training: $500 per center, $250 per center for statewide initiatives adding 5+ centers.
What are the costs?

National Institute for Metalworking Skills (NIMS)

- One time registration: $40
- Exams level 1: $35
- Level 2 & 3: $50
- 20% discount if an accredited program (accreditation fee-$1,500)
- Also offers volume discounts for large-scale implementation
What are the costs?

American Welding Society (AWS)

- $30 application fee to get the certified welder card
- Costs vary as applicant’s progress to higher levels of certification.
Ivy Tech Community College

Craig Lamb

Executive Director of the Corporate College
A Sustainable Funding Model for Community Skills Gap Initiative
What is Advancing Manufacturing?

Strategic Vision:
*To build a world class talent pool to support the retention and growth of regional manufacturers*

Key Focus Areas:
- Deliver skill training that closes the skill gap between job seekers and available jobs
- Provide services and systems to more effectively match job seekers and available jobs in the manufacturing sector
- Improve the image of manufacturing employment among job seekers, students, parents, and school personnel
Economic Development
• Indiana’s Technology Corridor

Workforce Development
• WorkOne West Central
• REACH Center

Education
• Ivy Tech Corporate College
• Area Vocational Districts

Communities
• City of Lafayette
• Tippecanoe County
• White County

Employers
• 40 Manufacturing firms from throughout 12 counties

Utilities
• Carroll-White REMC
• Tipmont REMC
• Duke Energy
MSSC CPT Training Course

- Earn CPT Credential
- 8 Weeks Training
- 95% Pass Rate
- Placement Services
- Student Scholarships
  - All receive full ride
  - $2600 per student
Balanced, Dynamic Portfolio

- **Federal**
  - Workforce Investment Act
  - DOL HGEI Grant

- **State**
  - Workforce 2.0*

- **Local**
  - Economic Development Income Tax
  - Tipping Fees
  - Wind Turbine Fund

- **Foundations**
  - Utilities
  - Community Foundations
  - Corporate Foundations

- **Private**
  - Advertising Fund
  - Sustainability Fund
Sustainability Fund

- **Value Proposition**
  - Work Keys
  - Drug Free
  - Exemplary Attendance
  - MSSC/CPT Certified

- **90 Days on the Job**
  - Invoice for $\frac{1}{2}$ of scholarship cost
Low-No Overhead

- Existing Resources Manage Projects
  - REACH Center
    - Recruits and Screens Candidates
  - WorkOne
    - Matches Candidates with Funds
    - Case Management
  - Ivy Tech Corporate College
    - Delivers CPT Coursework
    - Delivers CPT Assessments
  - Economic Development Consortium
    - Maintains Employer Engagement
    - Organizes Monthly Interview Fairs
Link & Leverage Resources to Fuel a Value Creation Cycle
Becoming a Business Partner

- Endorse CPT Program
- Actively Participate
- Hire Graduates
- Sustainability Fund
- Cooperative Advertising
- Applicant Screening
- Creating Shared Value
# Return on Investment

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Key Factors to a Sustainable Funding Model

- Balanced Portfolio
- Dynamic Portfolio
- No Overhead
- Committed Partners
- Deliver Value
Lorain County Community College

Kelly Zelesnik
Dean of Engineering Technologies and Nord Advanced Technologies Center
Chair, United States FAB LAB Network
Lorain County Community College, an innovative leader in education, economic, community, and cultural development, serves as a regional catalyst for change in a global environment through accessible and affordable academic and career-oriented education, lifelong learning, and community partnerships.
Initial Gates Pilot Project

- **Project Goals:**
  - Engage faculty and college leadership to align current programs with NAM endorsed skills certifications (institutional)
  - Engage community and employers to promote value and use of skills certifications (community)
  - Support state leaders in taking critical next steps to facilitate statewide adoption of the skills certification system (state)
Focus Program Areas

- Mechanical Design
- Quality
- Welding
- Machining
- Automation

Curriculum of all programs reviewed for alignment with industry certifications; gaps identified and filled
# Aligning Education, Certification and Career Pathways
For the Welding Industry at Lorain County Community College

## Education Pathway
**Bachelor of Science / Engineering Discipline**
- Ohio State University
- Cleveland State University

**Associate in Applied Science**
- 66 Credit Hours / Two Years Full Time
- 23 Courses
- Day / Evening Curriculum

**One Year Technical Certificate**
- 37 Credit Hours / One Year Full Time
- 14 Courses
- Day / Evening Curriculum

**Short Term Technical Certificate**
- 19 Credit Hours / One Year Part Time
- 8 Courses

## Certification Pathway
**SME Engineering Technologist**
- AWS D1.1 Multiple Processes / CWI
- ASME Section 9 / API 1104
- MSSC CPT
- NCRC

**Manufacturing Engineering Technician**
- AWS D1.1 Multiple Processes
- ASME Section 9 / API 1104
- MSSC CPT
- NCRC

## Career Pathway
**Welder (Entry Level)**
- Welder/Cutter/Solderer/Brazer
- $15.84 / hour (51-4120)

**Welder (Entry Level)**
- MIG Welder/Entry Level
- 0 experience
- $10.00/hr

**Automation Welding Mgr.**
- 10 – 15 years experience
- $30.00 to $48.00/hr

**Welder/Fabricator**
- 5 -10 years experience
- $18.00 to $22.00/hr

**Welding Engineer**
- $35.68 / hour (17-2190)

## Employer Job Title/Wage Range
- Welding Engineer
- $35.68 / hour (17-2190)

**National Career Readiness Certificate**
- Personal Effectiveness
- Academic Competencies
- Workplace Competencies

## Key Links
- **High School**
  - Dual Enrollment - Career Academy – Youth Development Programs

- **Out of School/Low Skill Youth/Adults**
  - WIA/Career Centers – ESL/VESL - GED/ABE “Bridge” and Foundation Programs

- **Skilled Adults**
  - Retraining/Lay Offs – Continuing Education Company Specific Apprenticeship
National Career Readiness Certificate

- NCRC Certification built into TECN 111 – Technical Problem Solving course
- Lab fee includes the cost of certification
- 1st Year course – provides time for remediation
- Certification offered through Skillsmax / LCCC Testing Center
- “Students don’t do optional” – Kay McClennen
  - Working with faculty to make NCRC required
Welding

- Opportunity for students to obtain AWS D1.1 certifications have been in place – offered at the recommendation of the faculty and student pays.
- Developed a 1 credit Certification course to allow students seeking certification to prepare and utilize financial aid – did not pass pilot stage.
- Working to modify degree to embed certification as an elective.
- Working on a Right Skills Now model – will Employer pay as part of internship?
Other Certifications

- Have charged all Engineering Technology faculty to follow the NAM/MI framework
  - Identify relevant industry certifications, complete template
  - Review with Industry Advisory Committees - update
- Utilize NAM/MI Career Pathway as roadmap
- Integrate Industry Recognized Certifications into courses
- IPC J-STD 001 CIS Certification embedded into ELCT 115 Electronics Fabrication, Spring 2013
Washington Aerospace Training and Research (WATR) Center

Shelia Dersham, Associate Director
Edmonds Community College
Inside Edmonds Community College

WASHINGTON AEROSPACE TRAINING & RESEARCH CENTER

Creating Careers in Aerospace

Washington Aerospace Training and Research Center
National Aviation Consortium

Project Goal: Closing the skills gap and producing qualified workers within the aerospace and aviation industry.

Washington
Kansas
Indiana
North Carolina
Oklahoma
Aerospace Manufacturing Technician

National Career Readiness Certification

Quality Health/Safety

CORE SKILLS

Assemble Mechanic (Am)
Electrical (El)
CNC (Cn)
Tooling (To)
Composite (Cp)
Quality Assurance (Qa)
Costs

- WATR Center certificates of completion cost $2,400 per certificate
- Aerospace Manufacturing Core certificate is prerequisite
- Core plus 1 specialization certificate = $4,800
- Industry certifications being identified/national Aerospace Certification will likely be developed
- Multiple sources of Financial Assistance cover tuition and costs of industry certifications
Sources of Financial Aid

Numerous sources of tuition assistance and support for certification costs have been identified and packaged for easy access by students:

• The Aerospace Loan Program (ALP)
• GI Bill/ Veterans Resource Program
• Guaranteed Education Tuition (GET)
• Sallie Mae – Smart Option Student Loans
• Workforce Investment Act (WIA)
Washington State Aerospace Loan Program

- Provides low-interest loans to Washington residents who qualify and have been accepted into the Everett-based Washington Aerospace Training & Research Center Program.
- Students must demonstrate the inability to pay the full cost of attending the program.
- Students can apply for up to $4,800 for 12 weeks of training to earn certificates in various aerospace production fields.
The GI Bill

- Provides financial support for education to individuals with at least 90 days of aggregate service after September 10, 2001, or individuals discharged with a service-connected disability after 30 days.
- Must have received an honorable discharge to be eligible.
- Provides up to 36 months of education benefits.
- Generally benefits are payable for 15 years following release from active duty.
Guaranteed Education Tuition (GET)

- GET is Washington's 529 Prepaid College Tuition plan that helps families save for college.
- The state guarantee is backed by the full faith and credit of the State of Washington.
- If future tuition increases ever require the program to pay out more money than it has available, the Legislature would be required by state law to provide funding to cover the shortfall.
- Washington's GET Program is one of only a few state prepaid college tuition plans in the country with a guarantee in state law.
Sallie Mae’s Smart Option Student Loan provides a selection of competitive undergraduate student loans financing programs.

- Smart Option Student Loan offers low interest rates, full education coverage, a choice of repayment-options, and rewards for paying loans on time.
- Sallie Mae student loans provide additional funding for education-related expenses when other financial aid does not fully cover costs.
Facilitated Discussion

*Use the Chat Box!*
Schedule of Webinars

Please mark your calendar for the next Community of Learners Webinar

12:00 p.m. - 1:30 p.m. (Eastern)
11:00 a.m. – 12:30 p.m. (Central)
10:00 a.m. – 11:30 a.m. (Mountain)
9:00 a.m. – 10:30 a.m. (Pacific)

July – “Invitation Webinar”
September 25 – Prior Learning