



***Providing competency-based, customized education and training for the manufacturing workforce...today and tomorrow***

In a time when productivity and meeting the bottom line are evermore important to business success, employing a highly skilled and educated workforce can mean the difference between a good investment and a high risk. The talent on your shop floors and in your plants drives your company's productivity improvement, ability to lean and meet Six Sigma standards, and capacity for innovation.

The NAM-Endorsed Manufacturing Skills Certification System (Skills Certification System) validates the skills and competencies of incoming workers for meeting the demands of your business. The Skills Certification System can also be used to upgrade and hone the skills of current employees to meet the changing demands of new technologies, processes, or job descriptions.

The Skills Certification System is the benchmark standardized assessment of the critical workplace traits and occupational skills an individual needs to be successful in an entry-level manufacturing job. It confirms both technical and non-technical skills, assuring that an individual has both the "book smarts" and the "street smarts" to function in a high-paced manufacturing environment. When used in conjunction with other criteria, such as references, interviews, and assessment of prior work experience, the Skills Certification System credentials complete the full scope of hiring and recruiting procedures to affirm an applicant's readiness for work in manufacturing.

The Skills Certification System does this by focusing on four foundational components of a productive and adaptive manufacturing workforce, including:

- Personal effectiveness  
*Will they show up on time, ready for work, and be able to work in teams?*
- Essential academic skills in reading, writing, math, and using and locating information  
*Can they communicate effectively and interpret key instructions?*
- Core manufacturing competencies  
*Do they understand the basics of safety, quality assurance and continuous improvement, or lean?*
- Key technical skills for the production line, welding, machining and metalforming or CNC  
*Do they have high-tech skills consistent with my product line's needs and basic technology skills related to manufacturing processes?*



### *Results*

Employers will realize both short-term and long-term value in a credentialed workforce. The nationally-portable, industry-recognized certifications can ultimately make your company more innovative, more competitive, more marketable and more successful because:

- Employees work safely, meaning less injuries, lower costs, and good safety data for customers.
- Employees can follow directions, be team players, and solve problems, leading to increased productivity and waste reduction.
- Employees are ready to “learn it your way,” cutting costs in remedial on-the-job training.
- Employees are flexible and adaptable, able to respond to new technologies and changing demands of customers.
- Employees will see the value in remaining with the company and advancing into higher-level jobs, creating a solid legacy for your company’s continued success.

### *Credibility*

Employers can trust the Skills Certification System as a valuable tool in hiring practices and incumbent training programs because the certifications:

- Are validated by the Advanced Manufacturing Competency Model, a framework of universal skills and competencies developed by manufacturers as the foundation to any career in manufacturing.
- Are portable across all sectors in manufacturing.
- Are third-party validated and accredited by industry-trusted organizations like ANSI and NOCA.