



SKILLS CERTIFICATION SYSTEM SURVEY

Conexus Indiana has been selected by the Manufacturing Institute to engage industry in the Skills Certification System initiative. The project, now involving 24 states, is designed to roll out a consistent national system of industry-recognized credentials in the advanced manufacturing and logistics sectors. Your feedback is critical to the success of this project, promoting workforce readiness for 21st century manufacturing and logistics careers. All questions pertain to your production employees.

GENERAL INFORMATION

Business location:

Company Name _____ County _____ Zip Code _____

Company Representative _____
Name and Title

Company sector:

- _____ Transportation
- _____ Logistics
- _____ Advanced Manufacturing
- _____ Energy
- _____ Aerospace
- _____ Other: _____

Approximate size of your company:

<u>Revenue</u>	<u>Headcount</u>
_____ \$0 - \$5m	_____ 0 - 100
_____ \$5m - \$20m	_____ 100 - 250
_____ \$20m - \$50m	_____ 250 - 500
_____ > \$50m	_____ > 500

SURVEY QUESTIONS

1. What is the MINIMUM educational requirement for entry-level employment at your company?

(choose one)

- _____ No requirement
- _____ GED
- _____ High School Diploma
- _____ Industry Certificate
- _____ Associates degree
- _____ Other: _____

2. Which of the following indicators of work readiness for entry-level employment does your company consider valuable and accurate? (choose all that apply)

- No indicator of work readiness is required
 - High School Diploma
 - GED
 - Company-specific assessment
 - WorkKeys
 - Work experience
 - Associates degree
 - Bachelors degree
 - Industry-recognized certification/credential (please specify):
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3. Considering your organization, how would you rate the overall status of your employee readiness?

- Not a problem
- Somewhat a problem
- Definitely a problem
- Severe problem

4. What percentage of your employees would benefit from targeted training for their job or by furthering their own education?

- Most
- About half
- About one-fourth
- Less than 10%

5. Which of the following workplace skills are needed by your employees? (choose all that apply)

- Basic skills at work (math, reading, writing, language)
 - Applied skills (communication, problem solving, leadership, creativity, professionalism)
 - IT skills (computer basics, advanced applications, email, internet, telecommunications)
 - Job-specific skills taught through on-the-job training
 - Job-specific skills that require verification/testing for certification
 - Other (please specify):
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6. If you require industry-recognized certifications, which of these do you prefer/require (check all that apply)?

- Manufacturing Skills Standards Council (Certified Production Technician)
 - Society of Manufacturing Engineers
 - American Welding Society (Certified Welder)
 - National Career Readiness Certificate
 - National Institute of Metalworking Skills
 - Association for Operational Management (APICS)
 - Other: (pleased describe):
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7. If you use any of the certifications mentioned in Question 6, what are the reasons (check all that apply)?

- Ensures candidates have knowledge required to perform the job at satisfactory standards
- Helps screen unqualified candidates during the hiring process
- Reduces costs of in-house training
- Meets legal requirements

8. If you have used any of the certifications mentioned here, please rank them in terms of their effectiveness in predicting the performance of an employee:

- 4 – certified employees are outstanding performers*
- 3 – certified employees are generally good performers*
- 2 – certified employees still require on-the-job training*
- 1 – certified employees still lack key skills to be a productive*

- Manufacturing Skills Standards Council (Certified Production Technician)
- Society of Manufacturing Engineers
- American Welding Society (Certified Welder)
- National Career Readiness Certificate
- National Institute of Metalworking Skills
- Association for Operational Management (APICS)
- Other: _____

9. If you have **not** used any of the certifications mentioned in Question 6, why not (check all that apply)?

- Too costly
- Too time-consuming
- Certifications do not reflect the skills I need
- Negative prior experience with these certifications
- Don't know enough about the certifications
- Not enough applicants have these certification

10. How important would it be to you that certifications were part of a consistent national system with industry-recognized standards?

4-Very Important 3-Important 2-Neutral 1-Not Important

11. Please rank the importance to your company of other skills/topics that could be covered as part of a national skills certification system: 4-Very Important 3-Important 2-Neutral 1-Not Important

- Total Quality Management 4 - 3 - 2 - 1
- Lean Manufacturing 4 - 3 - 2 - 1
- Six Sigma 4 - 3 - 2 - 1
- Safety/Environmental 4 - 3 - 2 - 1
- Regulatory Control 4 - 3 - 2 - 1
- Inventory/Production Control 4 - 3 - 2 - 1
- Other: _____ 4 - 3 - 2 - 1

12. In the next 12 - 24 months, do you believe the workforce in your organization will:

- Expand
- Decrease
- Stay about the same
- Not sure

* Manufacturing Institute is the foundation arm of the National Manufacturer's Association (NAM)

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