Cummins recognized that in order for the company to remain competitive in a global marketplace, a skilled workforce would need to be created and in place for years to come. The company set out to create a pool of potential employees starting with generating interest in middle school and high school. The company solicited the help of their training and development partner, Ivy Tech Community College to train and retrain employees in the pool and create career pathways through the associate degree level.

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High school students were given the opportunity to enroll in a career pathway which would embed the CPT certification within a course of study. These students can utilize dual credit to accelerate the time to degree completion at Ivy Tech. In concert with this, Ivy Tech implemented a certification crosswalk which allows certified CPT’s to receive six credits of college coursework for the certification in an advanced manufacturing degree at the college.

Cummins recognized MSSC’s Certified Production Technician (CPT) program added value not only by providing basic communications, quality, and process skills but also by demonstrating through completion and certification that individuals were interested and capable. Cummins introduced a mindset that certification was important to the company and to the community. A regional consortium of Industry leaders, educational institutions, and governmental agencies helped in the review and implementation of the certification system.

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“Things like MSSC certification is part of the toolkit. The more we as a Country have certifications that are meaningful, the more likely it is that we will be competitive as a country.”

- Mark Gerstle
Vice President of Community Relations