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 ________________________________

Company sector:

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

Approximate size of your company:

<table>
<thead>
<tr>
<th>Revenue</th>
<th>Headcount</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0 - $5m</td>
<td>0 - 100</td>
</tr>
<tr>
<td>$5m - $20m</td>
<td>100 - 250</td>
</tr>
<tr>
<td>$20m - $50m</td>
<td>250 - 500</td>
</tr>
<tr>
<td>&gt; $50m</td>
<td>&gt; 500</td>
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</tbody>
</table>

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):
   __________________________________________________________
   __________________________________________________________

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):
   __________________________________________________________
   __________________________________________________________

_________________________________________________________________
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: (please describe):

__________________________________________________________________

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)

** Skills Certification System is an initiative supported by the Bill and Melinda Gates and Lumina Foundations