

## Current Examples of Corporate Uses of MSSC Certified Production Technician (CPT) Training and Certification Program

---



*Below are eleven corporate-setting examples of successful MSSC CPT implementation:*

**Auto Company Consortium** - Beginning in 2005, a consortium of auto manufacturers, including GM, Ford and Chrysler, joined with community colleges to form the Automotive Manufacturing Technical Education Collaborative (AMTEC). The goal was to better prepare highly skilled technicians as the future automotive manufacturing workforce. AMTEC chose MSSC CPT as the foundational skill standards upon which to build a more specialized curriculum for these advanced technicians. AMTEC is now sharing its curriculum and mechatronics certification with community and technical colleges at multiple locations near auto manufacturers. **Results:** AMTEC encourages colleges to use MSSC CPT Modules as the foundation for a "Certification Pathway" beginning in the final two years of high school and continuing into a two-year college as preparation for AMTEC certification.

**Bison Gear and Engineering, St. Charles** - This leading supplier of gear boxes to the food & beverages, medical and transportation industries is a pioneer in using MSSC CPT to upgrade the skills of its incumbent workforce. Since 2008, Bison has put its own trainers through MSSC CPT Instructor Training to enable them to deliver CPT training on site. It has also put its testing center operators through MSSC Proctor Training, to offer the convenience of on-site assessment to its workers. Most importantly, Bison offers a bonus for each CPT Module workers successfully complete. **Results:** Bison reports a significant increase in productivity from its CPT-certified vs. non-certified workers.

**BMW, Spartanburg** - Has been a steady supporter of CPT, including expressing strong interest at state and business association levels in job applicants with CPT and encouraging use of these MSSC credentials in South Carolina community and technical colleges. BMW participates in the competitive SC Technical Scholars program under which the company offers scholarship support to qualified individuals. They are admitted into community colleges in an Associate Degree program in an approved program of study related to various advanced manufacturing technologies, spending 20 hours in school and 20 on the job each month. **Results:** BMW embeds MSSC CPT training and testing into this program, thus adding hands-on work opportunities to apply MSSC-defined skills in a plant environment.

**Caterpillar, Peoria** - Has taken the position at the CEO level that the 2015 Edition of MSSC Production Standards "reinforce MSSC's well-established position as the leading authority on industry-wide core technical competencies for entry-level work in advanced manufacturing" due, in part, to impressive strides in the 2015 version that take into account emerging production technologies (e.g., 3-D printing, Internet of Things, and mechatronics), the inclusion of the new Global Hazmat System, and alignment of its Safety Module with OSHA-10. **Results:** Caterpillar is using, and encouraging its suppliers to use, CPT as a recruitment tool for job applicants.

**Chrysler FCA, IN and MI** - Chrysler FCA is serving as the major corporate partner with an Ivy Tech Kokomo federal grant to prepare job candidates with the full CPT Certification. This auto company views CPT as critical in helping students understand foundational areas of manufacturing and secure a recognized credential which is valuable in the workplace. Chrysler FCA sent group of their Skilled Trade Instructors to Kokomo to attend CPT Instructor Training. **Results:** Chrysler FCA is now actively considering including CPT in a career pathway program that would prepare high school students in Detroit to pursue training at the World Class Manufacturing Academy in Detroit.

**Cummins Seymour** - For several years, Cummins has been using MSSC CPT for both incoming and incumbent workers. It prepares CPT certificants to enter the workforce pre-trained with a basic understanding of manufacturing and to how work safely while producing quality products. Cummins offers incumbent workers tuition reimbursement for CPT training and testing. All four plants in Southern IN hire CPT certificants, with the Seymour Engine Plant committed to MSSC training for all its production workers. Cummins' demand for MSSC is one of the main reasons why the statewide

Ivy Tech College has an exclusive agreement to deliver MSSC training and why Indiana is the leading user state. Results: Cummins estimates that MSSC-CPT candidates will save Cummins \$1,800 to \$2,600 in training costs and takes CPT status into account in employee promotion decisions.

**GE Appliances Louisville** - Following the model identified in the NAM Task Force 2014 report, GE Appliances in Louisville, with CEO leadership, formed a coalition of companies, high schools, community colleges, Workforce Investment Boards and state agencies to propose that CPT be embedded in KY public schools to build a pipeline for years to come. Additionally, if entry-level production candidates do not have relevant work experience, GE Appliances has made CPT a requirement and has secured a commitment from the local WIB to increase the number of CPT-certified job applicants from a handful to 50 per month. Results: Both programs are now underway. Strong example of how well the community will respond if a prominent company expresses the demand for CPT from the CEO level.

**Harley-Davidson, Milwaukee** – A long-term user of MSSC CPT since its inception, Harley-Davidson offers tuition reimbursement to workers who secure MSSC training. In addition, the Harley-Davidson Foundation sponsors innovative uses of MSSC by Wisconsin high schools. This includes GPS Education Partners which integrates MSSC CPT into its curriculum, offered to high schoolers within company training facilities where they complete their junior and senior years. MSSC-authorized instructors, who are state-certified teachers, facilitate course delivery. Results: Over 100 WI companies have participated in the GPS Education Partners program with 90% job placement rates. Currently, MSSC is supporting GPS Education Partners' plans to move beyond WI.

**Lockheed Martin Aerospace, Fort Worth** - LM has given MSSC strong support over the years to strengthen its pipeline of well-qualified production workers. It has worked with various public and private training organizations in the Fort Worth area to certify individuals, especially with the CPT Safety and Quality Modules. It has played a key role within the aerospace industry as a whole to gain support for those modules. It has also signed up for the MSSC "Vet Connector" program, by agreeing to interview transitioning military who have secured MSSC credentials, given MSSC's leadership role as the single largest supplier of civilian certifications to active duty armed services personnel. Results - The new Aerospace Alliance is using CPT Safety and Quality as an integral part of its strategy for securing a talent pipeline.

**North Carolina Company Consortium** - Currently, more than 15 manufacturing firms in the Salisbury/Concord area just north of Charlotte, NC -- including Alevo, S&D Coffee, and Perdue Farms -- formed a North Carolina Manufacturing Institute (NCMI) to use MSSC CPT. By partnering with the local community college, Workforce Investment Board, and MSSC, and hands-on training, these companies gain access to a pipeline of screened, trained, certified technicians who can help them achieve their business goals. Its innovative funding and operational structure allows the Institute to deliver results in response to a rapidly-growing need for manufacturing employees with certified skills and verified work readiness. Results: Thanks to support from local manufacturers, this training is free for the students. Remarkably, the first class had a 100% passing rate.

**Toyota, San Antonio** - The large Toyota plant in San Antonio pioneered the following model: Selected students from area high schools take the MSSC Safety Course in their junior year at Alamo CC and, if they pass the assessment, have an 8-10 week summer internship at the company. They then take the MSSC Quality Course in their senior year and, if they pass, have an 8-10 week summer internship at the company. Toyota spends about \$2800 per student per year. Results: 42% of high schoolers use their CPT to go to work, 58% use dual credit with Alamo CC to seek an AA degree, mostly in same field.