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Green Economy Jobs – what does labor want?

- Good wage jobs that support the middle-class and enable workers to reinvest wages into the economy
- Right to join a union without threats
- Adequate benefits for healthcare and retirement
- Domestically sourced, installed, operated or repaired products and services
- Joint training programs
- Recognized, portable credentials that reward education and training efforts

Why are standards, training, credentialing important to labor?

- Document existing knowledge and skills
- Ensure that workers learn necessary new skills
- Ensure that educators are teaching the necessary skills
- Encourage members to engage in life-long learning and credentialing efforts
- Ensure members' employability with portable credentials

Use of:

- Review existing programs for relevance to training needs
- Use apprenticeship, national, and core standards for a training and credentialing base
- Benchmark existing programs for continuous improvement and enhanced credentialing opportunities for workers

Standards, training and credentials in manufacturing

- Registered Apprenticeships
- Company-based and joint programs
- Industry-based and state skill standards
- National skill standards for manufacturing
 - MSSC – Core Standards
 - NIMS – Specialty Standards for Metalworking
- New DOL Industry-Based Competency Model for Advanced Manufacturing (2006)
 - From Personal Effectiveness to Management Competencies
 - Requiring recipients of DOL training dollars to provide some type of credential or college credit to students or workers

DOL Competency Models (Manufacturing, Energy)

Advanced Manufacturing – 2006 Energy Generation and Distribution 2008

- Provide a basis for development of foundation, cross-industry certifications
- Drive curriculum and workforce education strategies
- Establish framework for future DOL investments
- Provide a model to guide investments in training by WIBs
 - Grants to regions to meet regional skills need
 - Require some type of credentials or college credit for training

The Manufacturing Skill Standards Council (MSSC)

- **Strong coalition** of 300 leading national and regional organizations representing 14 manufacturing industry sectors
- **Managed by** the Manufacturing Skill Standards Council a 501c3 organization
- **Mission:** To develop a standards-based assessment and certification system for U.S. manufacturing production and production support workers where none currently exists
- Skill standards for six concentration areas developed and released in 2001
- McGraw-Hill High Performance Manufacturing materials
- Assessments in four modules for production and production support workers Launched in November 2005
- Over 100 Assessment Centers certified nationally
- MSSC-approved curriculum and Instructor Certification

Industry Sectors Covered

- Food and Beverage
- Textiles and Leather
- Furniture
- Wood and Paper
- Printing
- Petroleum and Coal Products
- Chemicals
- Transportation Equipment
- Plastics and Rubber Products
- Primary and Fabricated Metals
- Nonmetallic Minerals
- Computers and Electronic Products
- Machinery
- Electrical Equipment and Appliances

Research Methodology

- **Standards** – Focus groups of 600 front-line workers and first-line supervisors
- Review by subject matter experts including union, company and educational trainers
- Validation survey of 3,800 workers
- **Assessments** – Focus groups of union, company, educational trainers to select questions
- Review by MSSC Assessment and Documentation Committee
- Pilot tests with nearly 1,600 incumbent and dislocated workers and students

Structure - core skills for all sectors and occupations

About the Work

- Critical Work Functions
- Key Activities
- Performance Indicators

About the Worker

- Academic & Employability Knowledge and Skills
- Occupational/Technical Knowledge and Skills

Academic Competencies

- Math
- Science
- Reading
- Writing
- Listening
- Information/Computer Technologies
- Gathering & Analyzing Information

MSSC's Workplace Competencies

- Problem Solving
- Decision Making
- Planning & Organization
- Social Skills
- Adaptability
- Teamwork
- Leadership
- Consensus Building
- Career and self-development

Designed for high performance work organizations

- Quality-driven and customer-focused
- Decentralized decision-making
- Workers get strategic information to better participate in decision-making
- Free of recognized occupational and environmental hazards
- Employ innovative work practices
- Uses appropriate, advanced technologies
- Uses lean and agile manufacturing practices
- Skills, knowledge and abilities of employees are leveraged to improve the manufacturing process
- Skills and knowledge of all members of the workforce are continuously updated
- Provides employees with positive rewards and incentives

Labor Involvement in the MSSC

- **AFL-CIO Executive Council Resolution**
- **AFL-CIO Working For America Institute** co-staff the MSSC Partnership with National Council For Advanced Manufacturing
- **MSSC Labor Caucus – Original 13 Unions**
 - BCTGM, GMP, GCIU, IAMAW, IBEW, IUE, PACE, PASS, SMWIA, UAW, UFCW-ICWU, UNITE, USWA
- **Joint Training Programs**
 - IAM/Boeing QTTP, IBEW-ETOP, ICD-USW, UAW/Ford, UAW/GM and others

Labor Principles for the MSSC System

- Unions be equal partner in development and use
- Standards be forward-looking, ensure skills for high-wage jobs
- Used to enhance members' skills and remedy skill gaps
- System should validate skills gained through a variety of experiences in addition to formal training
- System be flexible to change and updated regularly and relevant to the workplace
- Not infringe upon apprenticeship program and seniority rights

MSSC System

- **Standards** – Industry-led, federally recognized, nationally validated
- **Assessments** - Of Core Knowledge & Skills
- **Credentialing and Documentation** – Up to *Certified Production Technician*
- **Certification of Assessment Centers**
- **Instructor Certification** – 3-day course
- **MSSC Training Curriculum** – for test takers
- **Glencoe McGraw-Hill/MSSC Textbook and Supplements**

MSSC - Certified Production Technician (CPT)

- **On-line Assessment**
 - Multiple-Choice Test
 - Production simulation for each module
- **Recognition Award** upon completion of each module
- **MSSC Production Technician Certification** upon completion of all 4 modules
- **Four Assessment modules:**
 - Manufacturing Process and Production
 - Quality Practices and Continuous Improvement
 - Safety
 - Maintenance Awareness

MSSC Training Curriculum

- **MSSC Instructor Certification** – 3 day course
- **Integrated Course:** 140 hours, full-time, intensive, six weeks, all 4 assessments at end. For: Dislocated workers, summer semester students
- **Modular Courses:** Four 40 hours, one assessment at end of each course. For: Students and others in academic framework
- **Fast Track Course:** Four 15-18 hours, one assessment at end of each course. For: Experienced incumbent workers
- **All courses provided in a “blended” learning mode: half instructor led, half online**
- **Fully on-line version of “Fast Track” courses**

MSSC System

- **Population served:**
 - **Students:** Demonstrate the skills needed for manufacturing
 - **Incumbent workers:** document existing knowledge and skills, identify gaps for enhancement, plot career paths
 - **Dislocated workers:** document knowledge and skills through credentials
 - **Employers:** Identify skill gaps, improve training programs, streamline hiring process