

# Scaling Apprenticeships

Our approach takes the best of traditional, registered Apprenticeships – structured on-the-job training, related classroom instructions and regularly increasing wages – and gives manufacturers the flexibility to determine which skills and outcomes are most important to their long-term success. Scaling Apprenticeships are short term programs built around specific skill sets or competencies and can be used as building blocks to the achievement of multi-year apprenticeships and/or college degrees.

ConxusNEO (Region 10) is responsible for 450 unique apprentices by July 2023 and is comprised of the following counties:

- Portage
- Stark
- Summit

## Targeted Occupational Pathways

- Production
- Machining
- Welding
- Industrial Maintenance

## Targeted Populations

- Out of school youth age 17+
- Adults who are unemployed or underemployed
- Incumbent Workers

## Special emphasis on:

- Veterans
- Women
- People of Color
- Ex-offenders

## Required Components

- Paid work-based learning provided by employers
- On-the-job training and mentorship
- Related technical instruction
- Obtainment of a nationally portable, industry recognized credential
- Employment must meet standards for safety, supervision and equal opportunity

# Grant Highlights

---

Changing the way apprenticeships are viewed, understood and used to help manufacturers recruit, train and retain a skilled workforce

Initial focus on short term training for entry level positions

Reimbursement format, match required

Small amount of funds available for support services such as transportation and childcare

Limited grant funding available for OJT for companies with fewer than 50 employees

Working with other entities to utilize funding sources (TechCred, OMJ, WDB)

# Education Innovation

---

## Examples of Innovation

Create new programs

Modify or repackage existing curriculum

Articulate credit for corporate, in-house apprenticeship programs

Imbed industry credentials into existing programs

Provide credit for prior learning and experience

Align curriculum with company needs that will allow industry to build a workforce trained to their specific needs

# Company Involvement

---

## Benefits

Create a pipeline of individuals who have shown initiative, commitment and have foundational skills to fill open entry level positions

Utilize innovative training that is more cost effective and time efficient

Work with education and training providers to develop training programs that align with company needs

## What is Needed

Input to determine skills needed for entry level positions

Collaboration with education and training partners to develop programs to align with needs and determine associated credentials

Willingness to provide Earn & Learn opportunities and/or full-time positions to individuals who successfully complete training

# Certified Production Technician (CPT)



## CERTIFIED PRODUCTION TECHNICIAN

### CRITICAL PRODUCTION FUNCTIONS COVERED BY MSSC COURSES AND ASSESSMENTS:

The Manufacturing Skill Standards Council (MSSC) credentialing system leading to a CPT covers the four critical production functions, as defined by MSSC's industry-led, nationally validated skills standards, common to all sectors of manufacturing: Safety, Quality & Continuous Improvement, Manufacturing Processes & Production, and Maintenance Awareness. Each area is addressed with a separate assessment. MSSC training and assessments are organized around those four modules. An individual can earn a "Certificate" if they pass one or more assessments. However, they must pass all four assessments to earn the full "CPT" certification. MSSC strongly recommends that individuals be at the 9<sup>th</sup> grade level of math and 10<sup>th</sup> grade level of English before attempting MSSC courses and assessments. The four critical functions and their related key activities are described below:

#### SAFETY

1. Work in a Safe and Productive Manufacturing Workplace
2. Perform safety and environmental inspections
3. Perform emergency drills and participate in emergency teams
4. Identify unsafe conditions and take corrective action
5. Provide safety orientation for all employees
6. Train personnel to use equipment safely
7. Suggest processes and procedures that support safety of work environment
8. Fulfill safety and health requirements for maintenance, installation, and repair
9. Monitor safe equipment and operator performance
10. Utilize effective, safety-enhancing workplace practices

#### QUALITY PRACTICES & MEASUREMENT

1. Participate in periodic internal quality audit activities
2. Check calibration of gages and other data collection equipment
3. Suggest continuous improvements
4. Inspect materials and product/process at all stages to ensure they meet specifications
5. Document the results of quality tests
6. Communicate quality problems.
7. Take corrective actions to restore or maintain quality
8. Record process outcomes and trends
9. Identify fundamentals of blueprint reading
10. Use common measurement systems and precision measurement tools

#### MANUFACTURING PROCESSES & PRODUCTION

1. Identify customer needs
2. Determine resources available for the production process
3. Set up equipment for the production process
4. Set team production goals
5. Make job assignments
6. Coordinate work flow with team members and other work groups
7. Communicate production and material requirements and product specifications
8. Perform and monitor the process to make the product
9. Document product and process compliance with customer requirements
10. Prepare final product for shipping or distribution

#### MAINTENANCE AWARENESS

1. Perform preventive maintenance and routine repair
2. Monitor indicators to ensure correct operations
3. Perform all housekeeping to maintain production schedule
4. Recognize potential maintenance issues with basic production systems, including knowledge of when to inform maintenance personnel about problems with:
  - Electrical systems
  - Pneumatic systems
  - Hydraulic systems
  - Machine automation systems
  - Lubrication processes
  - Bearings and couplings
  - Belts and chain drives

**NOTE:** MSSC assesses core understanding of the key work activities and core technical knowledge and skills needed in high-performance manufacturing, as defined by MSSC Production Skill Standards. Given online, MSSC Assessments also help measure basic computer, problem-solving and analytical skills and one's ability to apply knowledge to specific situations identified in the assessments. There are no experiential or hands-on requirements for MSSC certification as it is expected that individual employers will determine those requirements based upon their own specific needs. MSSC does not require that individuals take MSSC courses prior to testing.

# Certified Production Technician (CPT)

---

- ✓ Stark State College to provide CPT modules individually
- ✓ Safety module begins on Monday, February 1, 2021
- ✓ 40 hours / 4 weeks to complete each module
- ✓ 3 hours / week of in-person instruction at Stark State Akron campus (Wednesdays from 6-9pm)
- ✓ 7 hours / week online curriculum taken at home
- ✓ Partnering with Akron Urban League to educate, inform and recruit job seekers into program
- ✓ Cost is \$250 per module (plus \$60 one time, lifetime registration fee with Stark State College)
- ✓ Each module has its own micro-credential – the 4 module micro-credentials stack to the full CPT credential
- ✓ Each module has an associated On the Job Training (OJT) checklist of hands-on skills each student will have to demonstrate while on the job

# Company Requirements to Participate

---

Companies can provide an Earn & Learn opportunity for students who successfully complete the module. This can be in the form of:

- Full time, permanent employment (there are potential financial benefits with this option)
- 8 week, paid, temporary employment opportunity

Both employment paths require the following:

- Minimum \$13 / hour wage
- Complete Company Identification form
- Provide paid work-based learning, on the job training and mentorship and employment must meet standards for safety, supervision and equal opportunity

# Funding Opportunities

---

## OJT through Ohio Means Jobs

- Assist companies with the cost of training new hires Permanent/Long term and full-time employment
- Reimbursement up to 50% of training costs during training period (subject to availability of funds)
  - Up to \$10,000 per candidate
  - 90-day retention period
  - Must work at least 30 hours/week
  - No temp-to-hire
- Starting wage cannot be less than \$13.00/hour OR must be equal to or above the 10th percentile (O\*Net Online)
- Wage Progression - Minimum of \$.50/hour increase upon completion of training

## Work Opportunity Tax Credit (WOTC)

- Provides federal tax credits to Ohio employers that hire individuals from a particular target group (\$2,400 to \$9,600 per hire, no limit)
- Example Target Groups: Veterans, TANF Recipients and SNAP Recipients, Ex-felons, Long-term Unemployed
- Visit [jfs.ohio.gov/wotc/index.stm](http://jfs.ohio.gov/wotc/index.stm) to read more detailed information and instructions.
- Contact Information Call: 614-644-0966
- E-mail: [wotc\\_contact@jfs.ohio.gov](mailto:wotc_contact@jfs.ohio.gov)



# Funding Opportunities

---

## TechCred

- ❑ TechCred helps Ohioans learn new skills and helps employers build a stronger workforce with the skills needed in a technology-infused economy. These technology-focused credentials take a year or less to complete and prepare current and future employees for the technology jobs Ohio employers need.
- ❑ Less than one (1) year certification and many can be completed online
- ❑ The State of Ohio can reimburse up to \$2,000 of training per individual upon completion of a credential (company limit is \$30,000 per application period)
- ❑ Visit <https://techcred.ohio.gov> to read more detailed information and instructions.
- ❑ Next application period is January 4 – January 29, 2021

# Transportation Solution

---

## FlexRide with METRO

A demand response transportation service offered by METRO RTA providing door-to-door work trips for employees to designated employers in the Cuyahoga Falls and Stow/Hudson job hubs.

Employers in the Cuyahoga Falls and Stow/Hudson job hubs can enroll online as a designated employer with METRO. Employees are eligible based upon their employment, or offer of employment, with a designated employer. Eligible employees must be 18 or older and reside in the following zip codes: 44301, 44305, 44306, 44310, 44311 or within the cities of Cuyahoga Falls or Stow.

FlexRide is \$167 per month. That includes five round trip fares for one employee to and from work each week. Bus passes for other METRO services can be added, if requested, for \$50/month. The employer will be billed directly for both of these options in advance for the following month's service.

# Things to Consider

---

Is a GED or High School Diploma required to work?

Would you consider an individual who is currently working toward their GED?

Would this process shorten the application process for a candidate or would they still have to follow your standard application process?

What background issues are you willing to work with?

How many, and which, modules of the CPT would you prefer an individual to complete before considering for hire?

If you received TechCred funding, would you be willing to send this new hire back to Stark State to complete the full CPT program?

# Contact Information

---

Jenny Stupica

Director of Manufacturing Engagement

[jstupica@conxusneo.jobs](mailto:jstupica@conxusneo.jobs)

C – 216-533-6807

Thank You!