LIFT, NIMS and Ivy Tech Combine Efforts to Address the High-Tech Industrial Technology Maintenance Skills Gap

Public-private partnership will align education and job training to 21st century technologies driving manufacturing growth and competitiveness

Indianapolis, IN., June 8, 2015 — The National Institute for Metalworking Skills (NIMS), Lightweight Innovations for Tomorrow (LIFT) – one of the new national manufacturing innovation institutes -- and Ivy Tech Community College (Ivy Tech) are partnering to enhance and expand training to fill the largest number of open manufacturing jobs in states along the auto corridor. The partners will prepare a new industrial technology maintenance workforce, which drives the performance and improvement of high-tech manufacturing and accounts for 60% of job growth from 2011 to 2014 in Indiana, Kentucky, Michigan, Ohio, and Tennessee.

“Manufacturing enterprises—especially those serving the defense and transportation sectors —continue to embrace new light weight metals and technologies, adding advanced technical requirements to critical jobs already going unfilled because workers do not have the required skills,” said Larry Brown, executive director, LIFT. “This is an unprecedented partnership among our new manufacturing innovation institute, a national credentialing body and a premier statewide community college system collaborating to address the workforce needs of our industry partners and their supply chains.”

There are currently 38,727 industrial technology maintenance jobs posted in the region. These jobs entail the maintenance, troubleshooting and improvement of complex machines and automation systems that create efficient and productive manufacturing. To support the rapid deployment of new light weighting technologies being developed at LIFT, workers will have to understand and be confident in using the latest advanced technologies, help integrate them into companies’ processes and maintain their performance over time.

The initiative will focus on building high-quality training programs by:

- Rolling out the first-ever industry standards for educating and training the industrial technology maintenance workforce;
- Training instructors from community colleges across the entire region; and
- Equipping a competent workforce with the knowledge, skills and credentials they need to enter into and advance in the field.

In partnership with Ivy Tech, NIMS worked with over 125 industry, education and workforce development experts to develop the industry standards for the training programs and the credentials that will prepare industrial technology mechanics and technicians. Ivy Tech will launch a new instructor training facility to prepare 50 instructors.
to deliver the training, and NIMS will bring to market credentials that certify individuals’ skills by Fall of 2016.

“While employers are facing a real-time skills gap, job vacancies and competitive wages—which can average up to $25.00/hour—mean that opportunities abound for motivated people looking to secure good jobs in a growing, technology-driven field,” said NIMS executive director, Jim Wall.

“As the first national instructor training facility for this field, Ivy Tech's goal is to lay a solid foundation and become a beacon for other training programs responding to the demand,” said Thomas J. Snyder, president, Ivy Tech Community College. “We have a responsibility to the communities we serve to build a first-rate workforce pipeline that has access to the most high-quality and economically relevant training and credentials.”

For more information on the industrial technology maintenance standards, visit http://nimsready.org/industrial-technology-maintenance/ or contact NIMS Director of Marketing, Christine Hubley at chubley@nims-skills.org.

For more information on LIFT contact LIFT Education & Workforce Director, Emily DeRocco at ederocco@lift.technology.

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NIMS

The National Institute for Metalworking Skills (NIMS) is the developer of quality competency-based skills standards and credentials for jobs in manufacturing and related industries. Through these efforts, NIMS helps build and maintain a globally competitive workforce. www.nims-skills.org

LIFT

Lightweight Innovations for Tomorrow (LIFT) is part of the National Network for Manufacturing Innovation and serves as the nation’s essential bridge between basic research and final product commercialization for lightweight metals. The Institute’s world-class facilities and technology development capabilities provide the “right” solutions for the nation’s defense and commercial transportation sectors to promote American competitiveness, energy efficiency, defense readiness, and economic growth. www.lift.technology

Ivy Tech Community College

Ivy Tech Community College is Indiana’s largest public postsecondary institution and the nation’s largest singly accredited statewide community college system serving nearly 200,000 students annually. Ivy Tech has campuses throughout Indiana. It serves as the state’s engine of workforce development, offering affordable degree programs and training that are aligned with the needs of its communities. In addition, its courses and programs transfer to other colleges and universities in Indiana. It is accredited by the Higher Learning Commission and is a member of the North Central Association. http://www.ivytech.edu
INDUSTRIAL TECHNOLOGY

Demand for workers with industrial technology maintenance skills is growing quickly. These jobs entail the maintenance, troubleshooting and improvement of complex machines and automation systems that create efficient and productive manufacturing. The demand is particularly strong for companies in the automotive, aviation/aerospace, rail, ship and heavy truck industries, which have a strong presence in the I-75 corridor. To support the rapid deployment of new lightweight technologies, workers will have to understand and be confident in using the latest advanced technologies, help integrate them into companies’ processes and maintain their performance over time. To respond to this significant maintenance workforce need, NIMS, Ivy Tech, and LIFT are partnering to build a high quality industrial maintenance workforce by expanding industry-based certifications and training programs across Indiana, Kentucky, Michigan, Ohio and Tennessee where demand for skilled industrial technology maintenance workers has grown 60% from 2011 to 2014.

ECONOMIC OPPORTUNITY

All of the occupations requiring industrial technology maintenance skills offer a wage of over $16 per hour. The average across all workers in these occupations is $18.41, translating to an average salary of $38,290. Industrial technology maintenance skills put students and workers on a clear path to career and economic success.

24,844 NEW JOBS SINCE 2010

With job growth and online postings following a strong linear upward trend, it is clear that more employers need workers with industrial technology maintenance skills. The concentration of these workers in the LIFT region* is 20% higher than the rest of the U.S. on average, due to the robust manufacturing sector in the region.

Median hourly wage for top industrial maintenance occupation in 5 state region, translates to $52,000 a year

Industrial Technology-related Employment & Job Posting Growth

(5 State LIFT Region)

ABOUT INDUSTRIAL TECHNOLOGY MAINTENANCE JOBS

Industrial technology maintenance represents a variety of high-tech jobs that include: maintaining, troubleshooting and improving complex machines and industrial systems, such as conveying systems, multi-axis machines, robotic welding arms, and hydraulic lifts. Industrial Machinery Mechanics earn a median hourly wage of over $20.00 and typically require post-secondary training. Even with competitive wages, there are a minimal number of qualified candidates to fill these open employment opportunities.

Definitions: This data piece includes five primary occupations which likely require industrial technology maintenance skills. These include: Electrical and Electronics Repairers; Commercial and Industrial Equipment; Industrial Machinery Mechanics; Maintenance Workers, Machinery; Maintenance and Repair Workers, General; and Installation, Maintenance, and Repair Workers.

* Note: The LIFT region is defined as the five-state area including: Indiana, Kentucky, Michigan, Ohio and Tennessee.
TALENT PIPELINE

In 2014, there were 39,599 job postings for workers with industrial technology maintenance skills in the LIFT region and 283,295 nationally. This current demand will grow as the current workforce ages and companies look to fill vacant jobs due to retirements. With 26.3% of the industrial technology maintenance workforce over 55 and continuously growing employer demand, the region may need to fill an estimated 115,000 jobs over the next decade. This does not account for new jobs created as result of innovations in light-weight materials use. Creating training programs that meet new industry standards will be key to ensuring the talent pipeline has the right skills and credentials.

ABOUT THE PARTNERS

NIMS The National Institute for Metalworking Skills (NIMS) is the developer of quality competency-based skills standards and credentials for jobs in manufacturing and related industries. Through these efforts, NIMS helps build and maintain a globally competitive workforce. www.nimsready.org

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IVY TECH Ivy Tech Community College is Indiana's largest public postsecondary institution and the nation's largest singly accredited statewide community college system serving nearly 200,000 students annually. Ivy Tech has campuses throughout Indiana. It serves as the state's engine of workforce development, offering affordable degree programs and training that are aligned with the needs of its communities. In addition, its courses and programs transfer to other colleges and universities in Indiana. It is accredited by the Higher Learning Commission and is a member of the North Central Association. www.ivytech.edu
BUILDING 21st CENTURY MANUFACTURING TALENT
Industrial Technology, Growing the Workforce
An Education & Workforce Development Initiative for LIFT...Lightweight Innovations for Tomorrow

THE PROBLEM

Today’s manufacturing enterprises demand a highly skilled Industrial Technology Maintenance workforce to support business processes and operational improvements that occur through new technologies that focus on automation, light weighting, and plant productivity and efficiency.

Demand for workers with industrial technology maintenance skills is growing quickly. In 2014, there were 39,599 job postings for workers with these skills in the LIFT region and 283,295 nationally. Not only is demand high for workers right now but demand will grow in the future as the current workforce ages. In the LIFT Region, 26.3% of workers are over the age of 55 and another 31.1% are between 45 and 54. With about 75,000 industrial technology workers over 55, the talent pipeline is more important than ever. For many industrial technology jobs the number of students completing certificates and degrees in related fields is not enough to fill current employer demand.

Across the U.S. there are seven certificate and degree categories which likely include some subject matter related to industrial technology maintenance. But, enrollment in these programs has been declining and, as shown by current employer job postings, demand outpaces supply. There is ample opportunity for new programs, more training, and increased outreach to potential workers about this high-skill, high-demand field.

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THE SOLUTION

To respond to this significant workforce need, the National Institute for Metalworking Skills (NIMS), the authority on quality skills standards and credentials for precision manufacturing, Ivy Tech Community College in Indiana, and Lightweight Innovations for Tomorrow (LIFT), are partnering to build a high quality Industrial Technology Maintenance workforce by expanding industry-based certifications and training programs across the region.
**PROJECT PHASES**

**PHASE 1**

**How**
NIMS worked with the Ivy Tech Community College System of the State of Indiana and over 125 industry, education, and workforce development leaders to create the first in a series of industry recognized Industrial Maintenance skills and competency standards.

**Deliverable**
National standards created to be used by educators and industry leadership to enhance training programs.

**PHASE 2**

**How**
Standards become recognized in industry, education, and workforce organizations as a means to benchmark worker skills and training.

**Deliverable**
More workers are measured against national recognized skills and standards.

**PHASE 3**

**How**
In partnership with LIFT and Ivy Tech, NIMS will use the standards to develop and bring to market industry credentials that certify these skills and competencies.

**Initial credential rollout**
in a five state region including Tennessee, Kentucky, Indiana, Ohio and Michigan.

**Final Deliverable**
National credential programs created where individuals will be able to earn these credentials to qualify and be prepared for good-paying jobs in Industrial Technology Maintenance.

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**WHAT IS INDUSTRIAL TECHNOLOGY MAINTENANCE?**

Industrial Technology Maintenance is made up of high-tech jobs that include maintaining, troubleshooting and improving complex machines and industrial systems, such as conveying systems, multi-axis machines, robotic welding arms, and hydraulic lifts.

In the I-75 corridor, Industrial Machinery Mechanics earn a median hourly wage of $23.09 and typically require a postsecondary non-degree award.

However, even with competitive wages, there are a minimal number of qualified candidates to adequately fill these open employment opportunities.

**EXPECTED OUTCOMES**

More workers entering the Industrial Technology Maintenance field of work and utilizing the credentialing programs for training. Enhanced employer recognition of the standards and credentials making it easier to hire workers with the right skills and abilities.

To download the NIMS Industrial Technology Maintenance standards please visit http://nimsready.org/industrial-technology-maintenance/.

For more information on the education and workforce development initiative, please visit www.lift.technology or contact the LIFT director of education and workforce, at ederocco@lift.technology