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LIFT and Jefferson Community & Technical College Launch Adult Apprenticeship Training in Kentucky

Initiative to cultivate advanced manufacturing education and training

LOUISVILLE, KY. – Lightweight Innovations for Tomorrow (LIFT) and Jefferson Community & Technical College (JCTC) today announced the launch of an advance manufacturing apprenticeship learning pathways model for adults. The new apprenticeship-style initiative aims to develop a pipeline of trained entry-level workers, while implementing an accelerated, modularized and skills-based program for incumbent workers; that is, those already in jobs but who are in need of continuing education and training.

“Encouraging young talent to enter advanced manufacturing careers is important for the region’s future, but current employer demand must be filled now for today’s success,” said Larry Brown, executive director, LIFT. “We believe streamlining adult education, training, and upskilling in the state will provide employers access to talent, already in the workforce, that can be fast-tracked into learning new skills. Adult education is an essential piece of the advanced manufacturing success story of the future.”

The program includes academic training courses on lightweight-specific skills, such as machining and welding, in the classroom in addition to hands-on manufacturing experience at area employers. Ultimately, it will provide current employees access to higher paying jobs in their company, and newly hired entry-level employees access to higher-skilled training.

The new program is modeled after the Kentucky Federation for Advanced Manufacturing (KYFAME) program that blends classroom, lab and on-the job training currently being offered at Jefferson and other community and technical colleges. While the original program works with recent high school graduates, this new adult-centered program, supported by LIFT, is being called “FAME 2.0.”

“The deployment of work and learn models of workforce development is a fundamental strategy in our efforts to build an educated and skilled workforce for manufacturers,” said Emily DeRocco, education and workforce director, LIFT. “Apprenticeship models work and FAME is a perfect example. Our goal with FAME 2.0 is to foster adult interest in manufacturing jobs and opportunities throughout the state of Kentucky, and eventually, throughout the U.S.”

JCTC will serve as project lead. Partners include Kentucky Community & Technical College System, Kentucky Cabinet for Economic Development, Kentucky Manufacturing Career Center, as well as area manufacturers who have expressed interest in multiple pathways, Atlas Machine & Supply, Ford Motor Co., GE Appliances, Lantec, nth/works, Raytheon Co, Reynolds Metals, Shelby Industries, Westport Axle Corp, Yamamoto and Zoeller Pump Co.

“As advanced lightweight materials and technologies evolve, it is now more imperative than ever to offer employees and companies ancillary skills and training for these developing fields,” said Diane Calhoun-French, provost and vice president of academic and student affairs. “An apprenticeship-style program such a KY FAME 2.0 allows employees to gain skills and employers to have a ready workforce.”

For information on the FAME 2.0, and other LIFT education and workforce development initiatives, please visit www.lift.technology or contact LIFT Workforce and Education Director, Emily DeRocco, at ederocco@lift.technology.

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ABOUT LIFT

Lightweight Innovations For Tomorrow (LIFT) is a public-private partnership that will develop and deploy advanced lightweight materials manufacturing technologies and programs to prepare the workforce. The LIFT region includes 5 states: Michigan, Ohio, Indiana, Kentucky and Tennessee.

LIFT is operated by the American Lightweight Materials Manufacturing Innovation Institute (ALMMII) and was selected through a competitive process led by the U.S. Department of Defense under the Lightweight and Modern Metals Manufacturing Innovation (LM3I) solicitation issued by the U.S. Navy's Office of Naval Research. LIFT is one of the founding institutes in the National Network for Manufacturing Innovation, a federal initiative to create regional hubs to accelerate the development and adoption of cutting-edge manufacturing technologies.

ABOUT JEFFERSON COMMUNITY AND TECHNICAL COLLEGE

Jefferson Community and Technical College, is one of 16 colleges forming the Kentucky

Community and Technical College System. A public, comprehensive, postsecondary institution, Jefferson enrolls about 13,000 students a semester in academic and technical programs.

Jefferson has six campuses, three in Jefferson County, and one each in Bullitt, Carroll and Shelby counties, and offers an extensive program of classes available over the Internet. In addition to traditional college programs, Jefferson provides customized education and training programs for business and industry through its Workforce Solutions division.



BUILDING 21st CENTURY MANUFACTURING TALENT

Adult Career Pathways: Increasing Access to Manufacturing Training in Kentucky

An Education & Workforce Development Initiative for LIFT...Lightweight Innovations for Tomorrow



THE PROBLEM

During the first four months of 2015, Kentucky employers posted 9,289 online job ads for manufacturing workers in occupations related to lightweighting. While encouraging young talent to enter the field is important for the future, current employer demand must be fulfilled now. Adult education, training, and upskilling are critical to ensure that Kentucky's employers can access the talent they need for success.

THE SOLUTION

The Kentucky Federation for Advanced Manufacturing Education (KY FAME) is a partnership of regional manufacturers whose purpose is to implement a dual-track, apprenticeship-style training that will create a pipeline of highly skilled workers. In Greater Louisville - the area of the state with the most significant manufacturing sector - KY FAME has been enthusiastically embraced by key employers. Employers, workforce developers, and educators agree that KY FAME is a critical strategy for building a pipeline of talented students preparing for middle skills manufacturing jobs. The first FAME class graduated in 2010 and was a result of a partnership between Toyota and Bluegrass Community & Technical College. Today, KY FAME is formally incorporated as a statewide organization with four chapters across the state with plans for growth to 10 chapters by the end of 2015.

There is, however, a limitation in that FAME is not available to adult job seekers and current workers with the potential to excel in advanced manufacturing. At full capacity, the KY FAME model alone will not meet the demand for highly skilled employees in advanced manufacturing and must be expanded to be available to adult learners to ensure employers have the talent they need for success.

Building on the success of FAME, LIFT will be partnering with Jefferson Community & Technical College (JCTC) to add an adult education, training, and upskilling model to make this program more robust and address current talent needs with local employers. Adults in the program will spend two full days per week in the classroom at a Kentucky Community & Technical College location and spend 24 hours per week at a manufacturing facility. Workers earn competitive wages, spend time in the workplace and classroom and complete their apprenticeship with both academic training and hands-on manufacturing experience.

PROJECT LEAD

Jefferson Community & Technical College

PARTNERS

- | | | |
|---|-----------------|-------------------|
| Kentucky Community & Technical College System | Ford Motor Co. | Shelby Industries |
| Kentucky Cabinet for Economic Development | GE Appliances | Westport Axle |
| Kentucky Manufacturing Career Center | Lantec | Yamamoto |
| Atlas Machine & Supply | Nth Works | Zoeller |
| | Raytheon | |
| | Reynolds Metals | |

ALIGNMENT TO LIFT WORKFORCE & EDUCATION GOALS



Deploying pathways from k-12 through community colleges to university four-year degree programs, with more on and off ramps to employment



Expand work-and-learn opportunities



Linking & leveraging resources and related initiatives on the ground today



Offering on-the-job training solutions for industry

EXPECTED OUTCOMES



More workers

Increased number of adults entering manufacturing fields and/or moving up the career ladder from entry-level positions



Stronger partnerships

Stronger partnerships between employers and JCTC to ensure all training is employer-focused



Replicable/scalable program

A program plan that can be replicated across the U.S. to offer adults more opportunities to enter manufacturing fields

PROJECT DESCRIPTION

FAME 2.0

Jefferson Community & Technical College (JCTC) and local manufacturers have developed a multi-level strategy to quickly expand the number of skilled employees in the region. This expansion, called the FAME alternative pathways model, will develop a pipeline of trained entry-level workers and at the same time implement an accelerated, modularized, skills-based program for incumbent workers. The pipeline of entry level workers will draw on the pool of adult job seekers at the Kentucky Manufacturing Career Center. The incumbent worker career path will enable current employees to access higher paying jobs in their company and provide access to higher-skilled training for newly hired entry-level employees. Included in the curriculum of this alternative pathway are training courses on lightweight-specific skills such as machining and welding. Program participants will receive both high quality academic training along with hands-on manufacturing experience, spending two days per week in the classroom and three working at a manufacturing facility. This model will ensure that program participants are able to make competitive wages while training and that graduates are ready for the workforce that employers need.

The JCTC Advanced Manufacturing program will have four main components:

1

BRIDGE TO EMPLOYMENT

This component will be housed at the Kentucky Manufacturing Career Center [KMCC] and create advanced pathways out of the KMCC for students with demonstrated aptitude. The training will consist of the National Career Readiness Certificate (NCRC), the Certified Production Technician (CPT) Program, Mechatronics, Introduction to Lean, Problem Solving/Critical Thinking, Team Building and Workplace Behaviors.

Objectives include:

- Creating stackable credentials for entry level advanced manufacturing courses
- Accepting these credentials as credit toward the Associate and Applied Science degree
- Acquiring space and equipment at the KMCC that will allow JCTC to offer training on a continuous basis

2

BRIDGE TO EMPLOYMENT

This component creates advanced pathways for entry-level, incumbent employees and other non-FAME high school graduates. JCTC will offer ongoing higher skills training to companies and to students seeking an alternative to the regular academic schedule. The core courses proposed in this component will equip the students with the skills they need to move up an established career ladder. Multi-company groups may be developed so that companies having one or two employees can take advantage of technical classes that might not be available because of the small number of students. College credit awarded for these courses will apply to any of the manufacturing programs offered at JCTC.

3

CREDIT FOR PRIOR LEARNING ASSESSMENT

AMTEC assessments have been industry approved and judged valid and reliable through a BETA testing process. JCTC will administer these assessments to incumbent workers and students who wish to test out of a specific skill set offered in a particular module.

Steps toward implementation for this component are:

- Establishing the acceptance of assessment results as evidence of skill mastery
- Designing a process for applying the appropriate credit to the student's academic record
- Scheduling assessments at the convenience of the student and/or company
- Scheduling an instructor to provide the skills demonstration portion of the assessment

4

STUDENT SUCCESS STRATEGIES

JCTC will hire a Success Coach who will provide ongoing support to students enrolled in the advanced manufacturing training programs. Activities such as assistance with admission and registration, career exploration, goal setting, intrusive interventions and case management services will be offered to all students, but will focus on students in the entry-level component.

Activities include:

- Providing information, assistance, and support for program participants or prospective students
- Establishing a career plan for each student
- Meeting regularly with students to mentor and advise and resolve barriers to student success
- Providing proactive coaching for students and identifying academic and support services as needed