

Assuring a Future for U.S. Metal Forming

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Manufacturing Skilled Talent: The Race for Our Lives

- Average age of U.S. metal former: 55
- Nationwide shortage of 14 million postsecondary workers by 2030
- Required skill level continuously increasing

National Focus



Challenge #1: Recruiting new entry-level workers

Challenge #2: Continuous improvement of incumbent workers' skills



PMA Educational Foundation

- North American Metal Forming
- Sharing and fostering "Best Practices in Workforce Development"
- 60 grants totaling \$1 million
- NIMS Founding Partner
over \$500k



NAM Business Champions



- Partnership with American Association of Community Colleges
- Contact with trustees and college presidents
- Access, affordability and success for postsecondary manufacturing students

NIMS Credentialing Framework

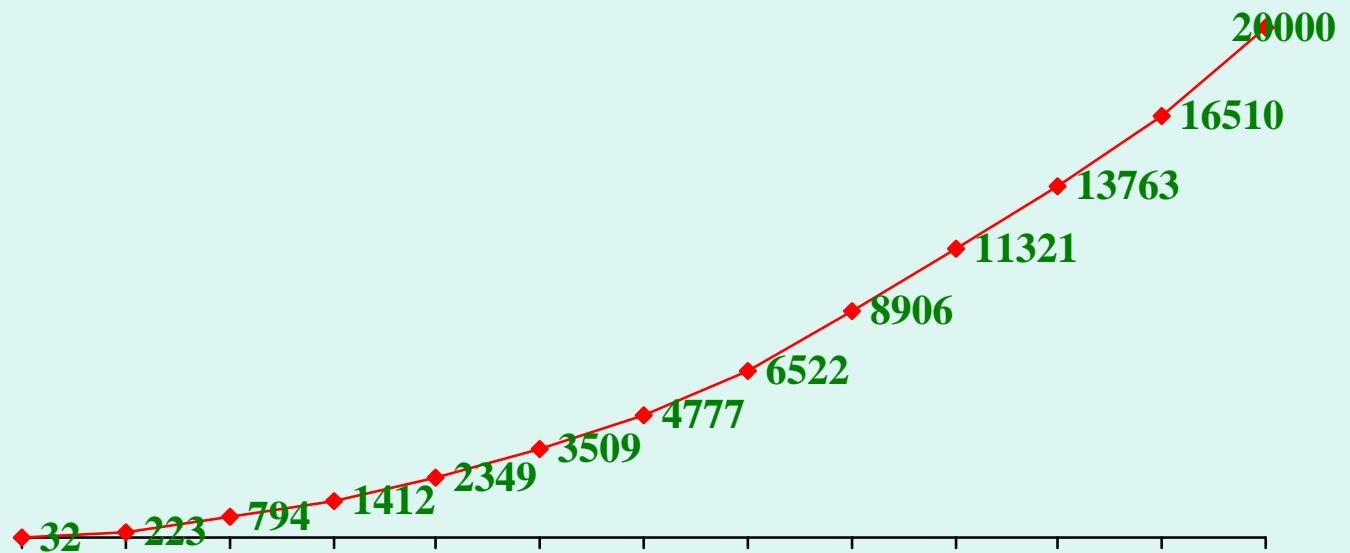
➤ 58 Skill Credentials in:



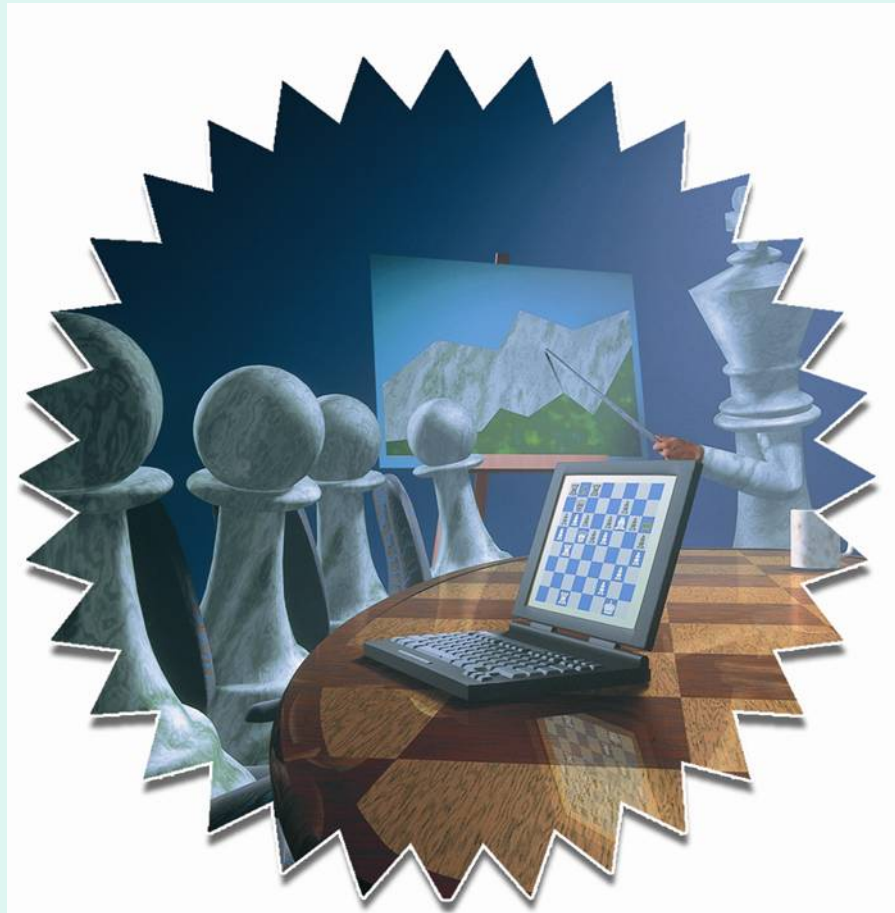
- Machining
- Metalforming
- Tool and Die
- Machine Building and Maintenance

➤ Written test and skills demonstration

NIMS Credentialing History



Best Practices



Dunwoody Academy

- Charter high school (privately run public school)
- 500 inner city students
- Rigorous academics plus vocational training
- Keeps kids in school, prepares them for work and post secondary education



M-Powered Program

- 12-week Fast Track sessions (3)
- Paid OJT with 10 PMA member partners
- 300 graduates to date
- Students earn NIMS credentials
- Dept of Labor collaboration award



Penn United Technologies

- 341 NIMS credentials since 2003
 - Mentored the first NIMS certified machinist and press operator apprentices
- Five competency-based apprenticeships
 - 234 apprentices since September 1999



McGregor Metalworking Companies

- “Pay for Skills” Training Program
- 1997 Ohio Governor’s Workforce Excellence Award
- NIMS metal stamping credentialing pilot
 - 1st NIMS Level III stamping certifications
 - 1st NIMS OJT credentials



Minster Apprentice-Internship Program

- Interns start working part-time after Junior year
- May be hired last quarter of Senior year
- Intern earns credits toward 30-month Apprenticeship



Oberg Industries

- No experience required at entry level
- Competence-based training
- Fully paid, held during working hours
- NIMS credentials and journey worker papers
- > 200% ROI



Questions?

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