

Machine Technology Workforce Development Project

At A Glance

The Project

This Machine Technology Workforce Development Project brings together workers, industry, education and training, and community based workforce development efforts in a powerful collaboration to create a system in which workers with minimal skills can access quality, affordable training; upgrade their skills; and increase their earning power.

This effort will take place within the context of one of the region’s fastest-growing industry sectors: precision machining, and will help that sector meet its ever-increasing need for skilled workers, while optimizing the industry’s ability to remain competitive in a global economy. We have chosen the Machine Technology industry because the job ladder is clearly definable; the industry has the capacity to provide high-skill, high-wage jobs; and the market has provided for growth and opportunity.



The project will focus on 18 – 55 year-old workers who are employed in the Machining industry in Alameda and Contra Costa Counties, and will evaluate the skills required for workplace success. It will also assess worker skills and help modify training curriculum. The result will be high-quality, low-cost general education and industry-specific skills training. Our scope of work will emphasize the movement of workers at the lowest skill levels into middle tier jobs.

The Partners

Twelve partners have joined forces to develop an exemplary model of how industry and education/training providers can collaborate to help low-skill, low-wage workers overcome skills-related barriers to economic advancement; increase their opportunities for access to high-skill, higher-wage jobs; and improve their upward mobility. The core project partners are:



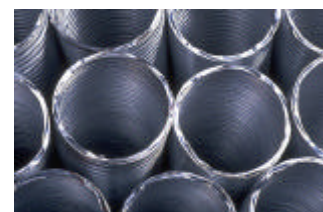
- Lawrence Livermore National Lab
- D&H Manufacturing
- Diamond Tool & Die, Inc.
- Simpson Strong Tie Company
- National Airmotive
- McNeil Manufacturing
- Vi-Tec Manufacturing
- Chabot College
- Laney College
- SF Bay Area National Tooling & Machining Training Center (NTMA)
- National Tooling & Machining Apprenticeship Program
- Hayward Adult School
- Eden Information & Referral
- Bay Area Industry Education Council (Project Mgr.)

The Benefits

This win-win model will demonstrate a low cost, sustainable system for linking workforce development and economic development efforts over the long term. Workers participating in the pilot will experience increases in their earnings at various steps along the process – some immediately upon enrollment – others upon completion of individual courses, certificates, or AA degree work. The Machining industry will enjoy the competitive advantage of having more trained, skilled workers, and will reduce its costs associated with hiring and maintaining unskilled workers.

Outcomes

- Conduct 21 occupational profiles using the nationally-recognized Work Keys system
- Assess 96 workers (skills assessment) using the Work Keys system
- Enroll 30 workers in general education skills training
- Enroll 96 workers in machining training programs (AA, certificate, 2 or 4-year apprenticeship)
- 30 workers will increase their wages by 14% upon enrollment in NTMA programs
- 32 workers will be promoted one or two tiers by the end of the second year



Key Timeline Items

ACTIVITY	YR1 Q1	YR1 Q2	YR1 Q3	YR1 Q4	YR2 Q5	YR2 Q6	YR2 Q7	YR2 Q8
Occupational Profiling: Profiling Sessions	X	X	X					
Assessment: Employee Skill Assessments		X	X	X	X			
Training: General Education Skills		X	X	X	X	X	X	X
Training: Industry-Specific Skills		X	X	X	X	X	X	X
Creation of Took Kit and Replication Materials						X	X	X

Contact

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