WORKFORCE DEVELOPMENT BEST PRACTICE

CNC Machining for Machine Specialties, Inc.

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CNC MACHINING FOR MACHINE SPECIALTIES, INC.

- MSI is a full service contract machining and metal finishing specialist

- In 2009, MSI received Customized Training funds to support:
  - Expanding into a new and larger manufacturing facility
  - Adding approximately 50 new employees
MACHINE SPECIALTIES, INC.

- Looking for potential employees who want a career in manufacturing, not just a job

- Necessary attributes:
  - Good Attitude
  - Willingness to learn
  - Humble
  - A good fit for the MSI culture
Specific technical skills are necessary to learn CNC Machining.

Workforce Development Board assessed individuals for these skills using:

- Career Readiness Certificate - Math - Reading
- Bennett Mechanical – for mechanical/technical Aptitude
- COAB – for computer aptitude
CUSTOMIZED TRAINING PLAN

- Pre-hire training for CNC Machinists
  - Successful completion of the training guaranteed an interview with MSI
1ST TRAINING GROUP

- Class size = 16 students

- 2 Dropped Out
- 14 Interviewed
- 9 Offered Positions at MSI
- 7 Accepted Positions at MSI
WHAT WERE THE PROBLEMS?

- Length of the course
  230 hours in **15** weeks is too compressed

- Daily Schedule
  Monday: 9:00 - 11:00, 3:00 - 6:00
  Tuesday: 8:00 - 10:00, 5:00 - 10:00
  Wednesday: 1:00 - 5:00, 6:00 - 9:00
  Thursday: 8:00 - 10:00, 3:00 - 6:00
  Friday: 8:00 - 11:00, 2:00 - 6:00
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<th>Course 2</th>
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<td>Students Enrolled</td>
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<td>Offered Positions at MSI</td>
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<td>24</td>
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<td>Accepted Positions at MSI</td>
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The Computer Numeric Control (CNC) Machinist Training Program originated from the need of a local employer Machine Specialist Incorporated (MSI) to find qualified Machine Operators who could problem solve and troubleshoot.

Greensboro/High Point/Guilford County Workforce Development Board/JobLink Career Centers, Guilford Technical Community College, and MSI all worked together to develop an accelerated CNC Machining Training.

At the end of the program, students exit with machining skills, an industry recognized National Institute for Metalworking Skills credential (NIMS-2 Parts), and a Career Readiness Certificate (CRC). Additionally, the Continuing Education Training can be cross-walked toward credit hours for graduates who pursue the CNC Machining Certificate/Diploma Curriculum.
Trainee Selection Flow Chart for CNC Machining

Applies at www.triadjoblink.com

Initial online screening
Schedules online for Machinist Orientation and Level 1 Assessment

Attends Machinist Orientation and Completes Level 1 Assessment (Academic)

Following the assessment, candidates are selected based on benchmark performance

Completes Level 2 Assessments (Reasoning & Aptitude)

Scores at 12th grade in all areas and schedules online for Level 2 Assessments

Final selection of students is made based on final rankings and class size

25 candidates are selected, contacted and scheduled for Level 3 Assessment

25 candidates complete Level 3 Assessment
Selection Process

Candidates that did not meet the benchmarks are provided with the following options:

– Enrollment in academic upgrade to improve, math and reading skills

and/or

– Enrollment in employability activities to improve job search skills

and/or

– Enrollment in activities to build soft skills such as communications & team building

and/or

– Referred to other occupational skills training within the cluster of related fields
Training Model Objectives

Our Objectives were identified and addressed to improve program sustainability:

- Identify training models and skills sets to address academic and soft skills
  - Human Resource Development (HRD) was added to the curriculum
- Provide consistent and standardization of training for candidates
  - A collaborative effort among six (6) area community colleges was created
- Maintain a pipeline of qualified workers with multiple entry points
  - Developed & modified required benchmarks and assessments
  - Enhanced web portal, developed innovative marketing strategies utilizing various media outlets
- Identify and develop a consistent & sustainable feeder system
  - Established partnerships with various companies in search of qualified workers
  - Developed work based learning opportunities to better place works (Internships)
  - Developed job placement opportunities to better place workers (On-The-Job Training)
BEST PRACTICES

- Standardized, short-term training program providing:
  - Basic, entry level technical skills
  - Employability Skills

- Assessment process:
  - Identifies qualified candidates
  - Provides opportunities for those who do not qualify to work on improvements

- Model for collaboration between industry, workforce development and community college