

# WISCONSIN



# NEWS

e-Newsletter of the Wisconsin Performance and Assessment of Skill Standards (WisPASS)

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## Upcoming Events

October 20-Train-the-Trainer Workshop, Mid State Technical College, 9am-1pm  
October 26-Business Partnership Breakfast, MATC West Allis Campus, 7:30-9am



Dale Dulberger, Project Director

## GRANT SUPPORTS SKILLS TESTING, TRAINING FOR PRODUCTION WORKERS

Milwaukee Area Technical College has received a \$446,400 grant from the U.S. Department of Labor to implement online skills testing and training for manufacturing production employees. By creating standardized skill sets for the manufacturing workforce, the goal is to recruit and train skilled workers, improve productivity and increase job portability for the individual worker.

This continued funding came about in part thanks to the support of U.S. Sen. Herb Kohl. In 2005, the labor department funded an MATC pilot project to develop an online testing system. The

\$446,000 grant is intended to underwrite the cost of full implementation so that certification will be utilized at the factory level in Wisconsin.

*Beginning this fall, the Wisconsin Performance and Assessment of Skill Standards (WisPASS) program will implement the MSSC (Manufacturing Skill Standards Council) Production Technician Certification initiative statewide. MATC is the lead agency for the program. Eight more institutions will offer the testing, including the University of Wisconsin-Stout and seven Wisconsin*

*(Continued on page 3 - Grant)*

## PROJECT DIRECTOR'S COLUMN

DALE DULBERGER, MSSC PROJECT DIRECTOR

This summer and fall the statewide Wisconsin MSSC project kicked off the second Phase of the DOL MSSC demonstration grant. We are very excited that nine colleges (Chippewa Valley Technical College, Gateway Technical College, Mid-State, Milwaukee Area, Moraine Park, North Central, Northeast, Waukesha County Technical College, and University of Wisconsin-Stout) from across the state have joined in this effort. The Wisconsin MSSC initiative is moving ahead to help the partner tech colleges set up their assessment and training in-

frastructure. This is a top priority for the statewide MSSC initiative. We hosted a very successful meeting with all of our training partners on August 8<sup>th</sup> at Northeast Technical College in Green Bay. This meeting was the first important step in introducing the new WISPASS/MSSC staff and launching the statewide MSSC network. We are planning a train-the-trainer workshop on Friday, October 20<sup>th</sup> at Mid-State Technical College. This workshop will be the first where we roll out the MSSC "Fast Track" curriculum

*(Continued on page 8 - Project Director)*

# STATEWIDE PARTNERSHIP MEETING ON SKILL CERTIFICATION EFFORTS

## MSSC SKILLS CERTIFICATION WILL BE AVAILABLE STATEWIDE

Northeastern Wisconsin Technical College hosted the first meeting of the WisPASS/MSSC Test Site Partners in the state of Wisconsin on August 8, 2006. Nine Technical Colleges and Universities are or are in process of becoming certified as an MSSC test site. The following individuals represented their institution at this meeting:

- Olga Rammer - Waukesha County Technical College
- Joe Benkowski – University of Wisconsin-Stout
- Debbie Davidson – Gateway Technical College
- Jodi Carstens – Gateway Technical College
- Chuck Brendel – Moraine Park Technical College
- Mark Hendrickson – Chippewa Valley Technical College
- Doris McAllister – Mid State Technical College
- Becky Rajek – Northcentral Technical College
- Shannon Livingston - Northcentral Technical College
- Chet Strebe - Northcentral Technical College
- Christine Schillinger- Northeast Wisconsin Technical College
- Ann Frans - Northeast Wisconsin Technical College
- Al Hiles - Northeast Wisconsin Technical College
- Dale Dulberger - Milwaukee Area Technical College
- Herb Centeno - Milwaukee Area Technical College
- Mona Schroeder-Beers - Milwaukee Area Technical College
- Shawntel Shands - Milwaukee Area Technical College

Jim Mackey, Education Director of Manufacturing and Engineering and Director for Advanced Manufacturing Solutions, from the Wisconsin Technical Col-



Photo: (front row, l-r) Joe Benkowski, UW-Stout; Shawntel Shands, MATC; Herb Centeno, MATC. (back row, l-r) Chet Strebe, Northcentral; Becky Rajek, Northcentral; Doris McAllister, Mid State; Jodi Carstens, Gateway; Dale Dulberger, MATC; Debbie Davidson, Gateway; Jim Mackey, WTCS; Mark Hendrickson, Chippewa Valley.

lege System started the meeting by sharing information on how the MSSC skill certification initiative and Advanced Manufacturing Solutions are complementary to manufacturing initiatives in the state.

Herb Centeno, WisPASS Coordinator from Milwaukee Area Technical College, reported on the advancements made during Phase I of the WisPASS/MSSC project. Debbie Davidson and Jodi Carstens from Gateway Technical College and Joe Benkowski from UW-Stout shared their experiences during Phase I pilot testing. Mona Schroeder-Beers, WisPASS Coordinator from Milwaukee Area Technical College, presented the goals and objectives for Phase II. Dale Dulberger, WisPASS Director from Milwaukee Area Technical College, led active and involved discussions on Department of Labor requirements, curriculum, training and marketing of the WisPASS/MSSC project. At the end of the meeting the group concurred that a lot of information was covered, it was a good initial meeting, but there is still a lot of work ahead.

## GATEWAY TECHNICAL COLLEGE

# INTEGRATING MSSC SKILLS STANDARDS INTO AN ASSOCIATE'S DEGREE PROGRAM



Gateway Technical College implemented the integration of the Manufacturing Skills Standards Council (MSSC) Production Technician Certification to credential graduates of their Automated Manufacturing Systems Technician Associate's Degree Program.

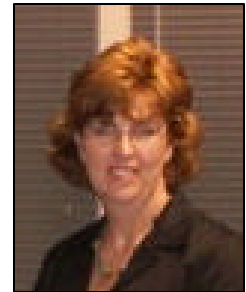
As part of their Quality Review process, the faculty in the Automated Manufacturing Systems Technician (AMST) program is continually looking for ways to align their program with national skill standards. This degree program covers a broad range of disciplines, giving students an understanding of electrical, electronic, electromechanical and mechanical components, plus microprocessors, computers and inventory/quality control. Manufacturing companies that are automating (using robots) are growing and demanding people who have the skills to set-up, program and repair the automated equipment. Graduates of the AMST program study Robotics, CNC programming, electronics, and PLC's opening many lucrative fields to them.

The AMST program had been steadily employing the Manufacturing Skills Standards since 2000. In the revamping of a number of program courses several of the competencies of the classes were linked to MSSC standards. In order to align with the MSSC certification program students take a capstone course to complete training to the manufacturing skills and then take the assessments required to obtain the MSSC Production Technician certification.

The intention to integrate the MSSC standards into the AMST curriculum was met with approval from industry and student customers alike. When proposed to the advisory committee there was unanimous support from industry representatives to move ahead with the implementation of MSSC standards. The student representatives were equally excited about the opportunity to obtain a national certification upon completion of the capstone course.

For more information on Gateway Technical College's AMST program, the capstone course and the integration with MSSC skills standards please contact the AMST program chair, John Nelson, at 262-564-3400 or email [nelsonj@gtc.edu](mailto:nelsonj@gtc.edu).

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Debbie Davidson

*(Continued from page 1 - Grant)*

technical colleges: Moraine Park, Gateway, Waukesha County, Chippewa Valley, Northeast, Mid-State and North Central.

The MSSC System awards Production Technician Certification to new and incumbent workers who pass four manufacturing related modules: Manufacturing Processes and Production, Quality Assurance, Maintenance Awareness and Safety. Applicable to all sectors of manufacturing, the MSSC System has the potential to certify millions of production workers in industry-recognized, federally endorsed standards.

Prior to testing, workers have the option of taking a 12-hour online training session in each module, along with six hours of general orientation.

*(Continued on page 4 - Grant)*

## GOOD FOR THE EMPLOYER, GOOD FOR THE EMPLOYEE

By James Mackey, Director of Manufacturing Education, Wisconsin Technical College System



In 1995, 18.3 million people worked in U.S. manufacturing plants. By the middle of 2006 that number had dwindled to 14.2 million. 37% of those losses were in the great lakes region which encompasses Wisconsin. You would think those statistics would spell doom to manufacturing in the United States. Yet, U.S. manufacturing, if it were a nation, would be the world's 8<sup>th</sup> largest economy and more than 80% of manufacturers surveyed are experiencing an overall shortage of qualified workers that cuts across industry sectors.

Why? First, the jobs lost to low cost regions are low skilled. The workers left behind are not able to move quickly into the remaining positions that require high skills and flexibility. Second, our aging workforce is retiring, taking away those who are highly skilled. Finally, news travels fast. Those plant closings occurring advertise that manufacturing is not the business to hang your paycheck on. Those who could be replacement workers are going elsewhere and not developing the proper training needed when they do return to a job in manufacturing. We should be concerned.

The loss of skilled workers across the manufacturing sector is a devastating blow to our technical capacity to

make things. The next best idea, the next innovation, the next generation of products and the next investment will be made outside of the United States.

Skills shortages arguably are the biggest single workforce challenge facing U.S. manufacturing. I am confident

that we can find workers and train them with the skills needed to be successful in manufacturing. And I think the Manufacturing Standards Council (MSSC) assessment and certification is a great way to document the knowledge that a worker has whether directly out of technical college or after having worked for awhile.

This is obviously a great tool for industry to determine the competency their workforce has, and it is also a great way for the worker who is entering the workforce or changing jobs to be distinguished from other potential employees. As we sell the

value of MSSC assessment and certification, let us remember that it is good for both the employer and employee.

***“The loss of skilled workers across the manufacturing sector is a devastating blow to our technical capacity to make things.”***

Jim McCaslin, board chair of the national MSSC and president and chief operating officer of Harley-Davidson Motor Company, said, **“The MSSC System provides industry with a new set of tools to ensure that both entering and incumbent workers are flexible, easily trainable and highly motivated ‘knowledge workers’ in the high-performance work organizations of the 21st century.”**

McCaslin will speak about national and statewide efforts in manufacturing skills certification at the Department of Workforce Development’s Council on Workforce Investment Meeting, Friday, September 22, from 9:30-11:45 a.m. at Country Springs Hotel, 2810 Golf

Road, Waukesha.

The MSSC assessments require mastery of subjects such as math, science, reading, writing, communications, information technology, analysis, problem-solving, teamwork, organization, planning and basic technical skills, all in a manufacturing context. For more information, please call Dale Dulberger at (414) 297-7296 or visit [www.matc.edu/WisPass](http://www.matc.edu/WisPass).

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## NEW STAFF JOIN THE WISPASS/MSSC TEAM

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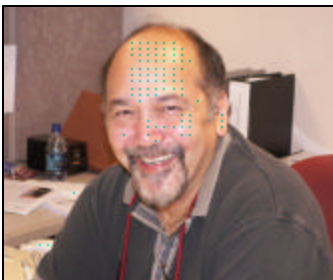
As many of you know Dr. Joseph Hurst, Director of WisPass, retired in January of 2006. Since then, new staff members have joined Herb Centeno to lead the WisPass charge in Phase II of this demonstration project.



**Dale Dulberger** – Dale E. Dulberger is currently the project director of the DOL funded Wisconsin Performance and Assessment of Skill Standards (WISPASS) and has recently been the project manager directing NSF funded 21<sup>st</sup> Century Urban Technical Education Project at MATC for the past seven years. Dale previously directed Riverworks Manufacturing Technology Center (1997-8) and other technical education projects for the Technology and Applied Science Division at MATC since 1997. He previously has held a position as a machinist technician at Allis Chalmers Corporation from 1975-85 for eleven years and was also a UAW official. He is a certified economics instructor at MATC and holds a M.S. in Urban Affairs from the University of Wisconsin-Milwaukee.



**Mona Schroeder-Beers** – Formerly known as “Career Coach” from the 21<sup>st</sup> Century Urban Technical Education Project, Mona has worked at MATC for the past five years assisting technology students from both targeted high schools and MATC programs in career planning and development. Mona has over 20 years experience in employment and training and career development. As a WisPass team member she will continue to work with faculty and students to build linkages to the MSSC standards framework.



**Herb Centeno** – A Marquette University graduate with over 20 years of adult education, training and workforce development experience. Extensive experience in planning, development, strategies and management of education programs for multi-cultural workforces, unions, manufacturing, non-profit and high tech corporations. Herb has applied his skills internationally representing high tech and industrial manufacturing.



**Shawntel Shands** – Project Administrative Assistant. Shawntel manages the day-to-day clerical and administrative business for the Wisconsin Performance and Assessment of Skill Standards Project (WisPASS). Shawntel is currently pursuing an Associate Degree as an Administrative Assistant from MATC.

## U.S. DEPARTMENT OF LABOR ANNOUNCES INDUSTRY-BASED COMPETENCY MODEL FOR ADVANCED MANUFACTURING

WASHINGTON - Assistant Secretary of Labor for Employment and Training Emily Stover DeRocco today announced the creation of a dynamic set of resources for advanced manufacturers to use in attracting and training workers for careers across the industry.

"After decades of using incomplete and inconsistent standards for training the manufacturing workforce, advanced manufacturers came together to embrace a common framework of skills necessary to pursue a successful career," said DeRocco. "In a global economy, American workers need strong academic, workplace and technical skills to maintain our innovative edge. **The tools released today allow industry, educators, and government to match their investments to the modern needs of the advanced manufacturing workplace.**"

The Employment and Training Administration (ETA) convened a group of leading industry organizations to develop a comprehensive framework over the past year. Participants and reviewers included the Manufacturing Institute, National Council for Advanced Manufacturing, National Association of Manufacturers, Society of Manufacturing Engineers, National Institute for Metalworking Skills, Penn State University, Thomas Nelson Community College, Aviation High School in New York City, and others.

The group devised the framework by reviewing existing industry standards and curricula and identifying the common elements that apply across manufacturing sectors. Those elements include working with spreadsheets, interpretation of CAD

(Computer-Aided Design) drawings, and database navigation and reporting. This framework allows for consistency across industries, customization within sectors, and easy updating in order to accommodate changing technology and business practices.

The framework is designed to evolve along with changing skill requirements. The National Association of Manufacturers (NAM) has committed to working with industry partners to keep this tool current. "The NAM is proud to have played a key role in developing this groundbreaking framework of core competencies critical for today's high performance manufacturing worker," said NAM President John Engler. "The framework provides a long overdue snapshot of what the 21st century manufacturing technical worker looks like."

The Department of Labor will shortly announce a competition for funding under the President's High Growth Job Training Initiative for the advanced manufacturing industry.

The President's High Growth Job Training Initiative represents a major step in a series of actions that ETA has taken to facilitate partnerships among business, education and the workforce investment system to develop solutions to the workforce challenges facing high growth industries. The initiative targets education and skills development resources toward helping workers gain the skills they need to build successful careers in growing industries.

Please visit

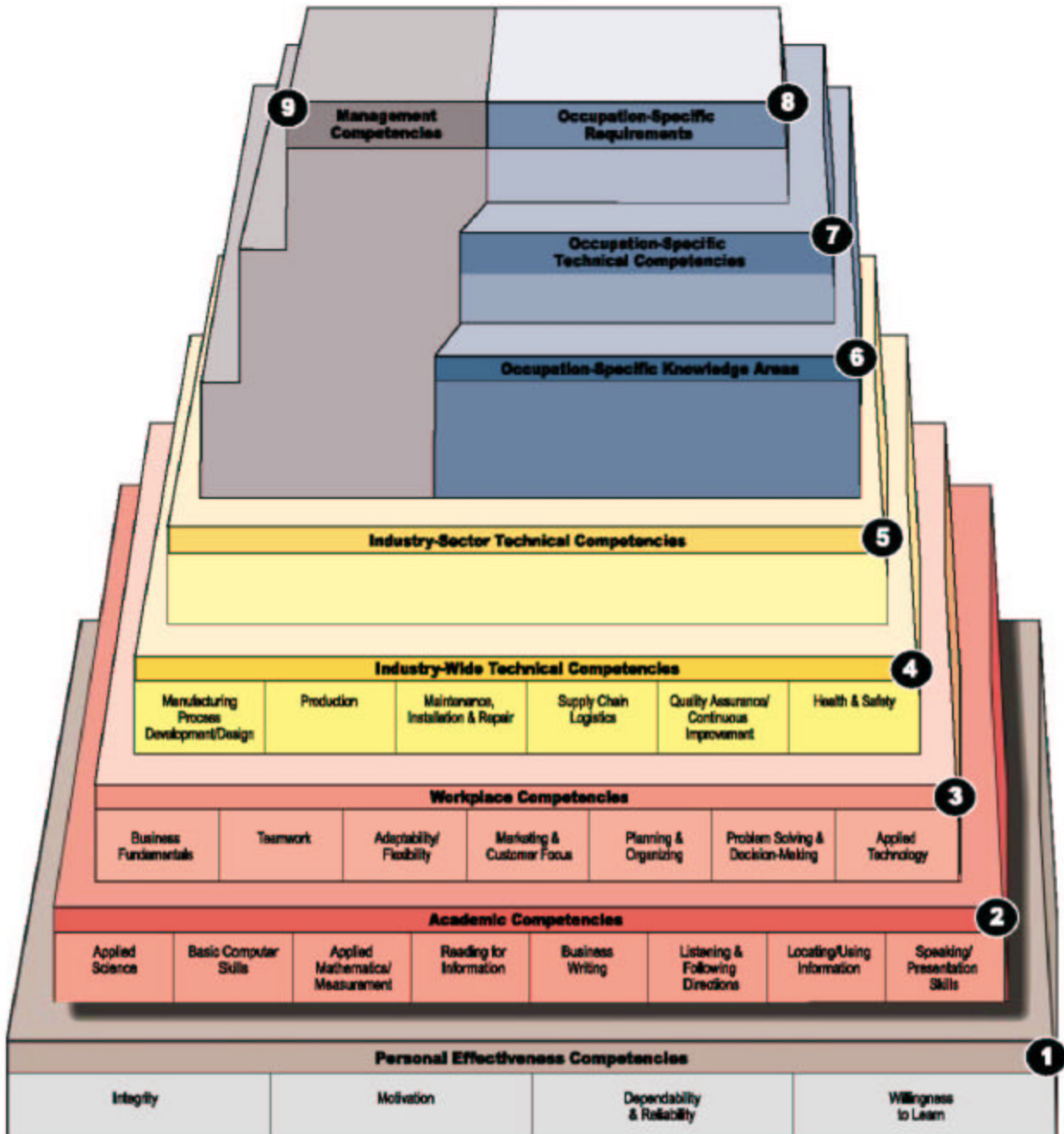
[www.doleta.gov/BRG/JobTrainInitiative/](http://www.doleta.gov/BRG/JobTrainInitiative/).

(Note: MATC's skill certification efforts will be targeting Tiers 2—4 within this model. See page 7.)

***MSSC Certification—Delivers the Right Tools For Careers, for Competency and for Manufacturers.***

## Framework of Competencies by the Advanced Manufacturing Industry

1/31/08



WisPASS is funded by a U.S. Department of Labor grant and administered by Milwaukee Area Technical College.



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All submissions should be in Microsoft

WisPASS on the web:  
[www.matc.edu/wispass](http://www.matc.edu/wispass)

#### WisPASS

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Office (414) 297-7296

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***“The National Association of Manufacturers values industry-driven certification of foundational manufacturing skills. We have worked closely with the MSSC since its inception to develop such a system.”***

Governor John Engler,  
President and CEO,  
National Association of  
Manufacturers

*(Continued from page 1 - Project Director)*  
for the credential and certification training. Jeff Szymanski and Dale Howser, MATC’s Technical and Industrial faculty, are leading this curriculum development effort. We hope to help train other technical college faculty and K12 tech ed instructors from across the state, and help offer “Fast Track” training to statewide companies, as soon as November 2006. We are inviting technical college faculty, as well as other interested K12 high school teachers, to learn more about MSSC and how this effort aligns with their high school curriculum.

Other top priorities for this effort include: developing marketing materials; doing outreach with companies, trade associations and unions; building a partnership with the Workforce Investment System; and linking this effort to marketing an aggressive campaign to marketing manufacturing careers. At our upcoming meetings we hope to showcase our new website as new marketing literature.

**This effort is being launched in the context of a major change in our workforce. The retirement of many skilled technicians looming on the horizon and a current skill and technical talent shortage makes this initiative uniquely positioned to provide an important strategy to help upgrade the skills of incumbent workers, as well as those workers recently dislocated due to job loss or job transition.**

Recently, three major studies were released to the Milwaukee Journal Sentinel, one by Milwaukee Regional 7 Consortium, the second by University of Wisconsin-Milwaukee’s Employment Training Institute, and the third by Manpower Inc., all indicate that employer’s biggest concern both

**short term and long term, is the importance of a trained and skilled workforce. We are hopeful that the Wisconsin MSSC initiative will be an important statewide initiative to upgrade the skills for manufacturing workers and a lighting rod to marketing the manufacturing careers.**

WisPass is also working with both regional and national efforts to secure additional funding to expand the MSSC efforts. Three grants were submitted this summer to the Department of Labor, and we are hopeful that we will be able to expand this effort to include all parts of the state of Wisconsin.

In this the eighth issue of the WISPASS News, we have included articles on Gateway Technical College’s exemplary work on skill certifications; Department of Labor’s new Competency Framework for Advance Manufacturing; a report on our August 8<sup>th</sup> Partners meeting in Green Bay, and an article by Jim Mackey, WCTS Director of Manufacturing Education on the Advanced Manufacturing Solutions Initiative and MSSC.

We have included in this issue a short biography on our staff. We are all very excited about the prospects of this effort making an important contribute to technical education in Wisconsin. As you see, we have redesigned the name of the electronic newsletter to *Wisconsin MSSC News* to limit the confusion between the name of our state network, WISPASS and our efforts on promoting MSSC manufacturing skill certification. For more information on the Wisconsin MSSC Initiative please go to our website: [www.matc.edu/wispass](http://www.matc.edu/wispass) or call our project office at 414-297-7296 or email to [dulbergd@matc.edu](mailto:dulbergd@matc.edu).

# Are You Ready For Manufacturing Skill Certification?



Manufacturing Education  
Center  
715.874.4601



Advanced Technology  
Centers  
262.564.3400



WisPASS / MSSC  
Project Office  
414.297.7296



Wisconsin Learning Center  
Workforce & Economic  
Development  
715.422.5430



Applied Mfg.  
Technology Center  
920.924.6371



Technical & Industrial  
Department  
715.675.4485



Evaluation Center  
920.498.5595



UW Stout  
NW WI Manufacturing  
Outreach Center  
715.232.5266



Corporate & Community  
Training  
262.695.7828



WisPass is supported by the U.S. Department of Labor and is a partnership of technical colleges, a university, business, labor, and community leaders who are committed to increase the performance and productivity of manufacturing industries workforce through a nationally accepted level of skill competencies.

Wisconsin Performance and Assessment of Skill Standards - An important initiative for Wisconsin Manufacturers, Unions, and Employees. For more information go to our website: [www.matc.edu/wispass](http://www.matc.edu/wispass)