

# President's High Growth Job Training Initiative

## *Training for AAI Vehicle Production*



**Grant Amount:** \$5,000,000

**Grantee:** Downriver Community Conference (DCC)

**Key Partners:** AutoAlliance International (a joint venture of Ford and Mazda), the UAW, the Michigan Works Association (One Stop Career Centers), local community and technical colleges, and the Downriver Career Technical Consortium

**Leveraged Amount:** \$25,000,000 in cash from AutoAlliance International (AAI)

**Location of Grant Activities:** Flat Rock, MI

### **Challenge:**

The American manufacturing industry is undergoing significant technological, economic, and demographic changes. High-tech equipment and processes are becoming more pervasive on production lines. In order for American manufacturers to remain competitive, workers need to be equipped with skills that will help them adopt to advances in technology.

Advanced manufacturing employers are seeking to establish innovative and responsive workforce training models. AAI recently invested \$1 billion to acquire state-of-the-art advanced manufacturing systems for its Flat Rock, Mich., plant. This is the first facility in the world with the capacity to produce front and rear wheel drive vehicles with four, six, or eight cylinder power trains and automatic or manual transmissions on the same assembly line.

### **Addressing the Challenge:**

DCC's project is a partnership-based model for helping automotive workers quickly and efficiently transition to new production processes. The grant will provide advanced manufacturing training, education, and skills upgrades for 1,400 new employees, while paying them at least \$26 an hour to produce the 2005 Ford Mustang. DCC will use the grant to track, analyze, and map transferable manufacturing skill sets and competencies required for the new positions. DCC and its business, training, educational, and community partners will then deploy industry-driven, competency-based training to all AAI employees. This training will be continuous, upgraded, and re-delivered as technology and skills requirements evolve. All training modules will culminate in industry-recognized certifications.

This strategic approach to skills development can be broadly adopted by advanced manufacturers and by other industries. All curriculum and training resources developed under the requested grant will be given to DOL and widely distributed to the public workforce system, education, and industry partners.

### **Projected Outcomes:**

- Career ladders for transferable advanced manufacturing skill sets for 1,400 workers
- Classroom, technical, and on-the-job training models and accompanying curriculum for all vehicle manufacturing systems
- Industry-recognized certifications and accreditation for all related training
- A replicable, sustainable model for large-scale worker skills upgrades

