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# President's High Growth Job Training Initiative

## *Skills Certification Project for Southern California*



**Grant amount:** \$1,618,334

**Grantee:** San Bernardino Community College District

**Key Partners:** More than 40 manufacturing companies

**Leveraged amount:** \$1,184,624 from the California Community Colleges and local employers

**Grant activities** will take place in San Bernardino, Riverside, Los Angeles, and Orange Counties, California

### **Challenge:**

Manufacturers report a lack of qualified applicants for many well-paid, high-skill jobs. These skill deficiencies impair the industry's ability to maintain production levels, implement productivity improvements, or begin quality-enhancing initiatives. A closely related challenge is the lack of widely-recognized skill standards or career ladders/lattices for the industry, making it difficult to assess worker skills or promote manufacturing career opportunities.

### **Addressing the Challenge:**

The San Bernardino Community College District, on behalf of the Centers for Applied Competitive Technologies (CACT) of the California Community Colleges, will implement a pilot program to certify the manufacturing skills of production workers in four counties of Southern California. The CACT, in partnership with companies, employers, local trade associations, the public workforce system, and the Manufacturing Skill Standards Council (MSSC), will use the requested funding to test a national skill certification system.

The project will assess and train new and incumbent workers to MSSC skill standards. MSSC is a nationwide, industry-based skill standards, assessment and certification system for all sectors of manufacturing. Through the implementation of this pilot project, 240 workers will receive a credential for their successful completion of the MSSC assessments. As a result of this training and certification program, workers' skills will be documented and individuals certified for hire and promotion, allowing for new job opportunities and/or further training and education. Revised education and training for advanced manufacturing will also be incorporated into technical programs at high schools, Workforce Investment Boards, and community colleges throughout Southern California.

### **Projected Outcomes:**

- Written and online assessment tools for employed workers
- Promotion of manufacturing career ladders/lattices and of the skill standards certifications, including written materials in English and Spanish
- Curricula for training - Update current Manufacturing Skill Standards, and publish updated Skill Standards CD's including certification requirements

