

**Modern Multi-Skill Manufacturing (M3) Program Narrative**

The Modern Multi-Skill Manufacturing (M3) Training Program is critical in educating and training WIA eligible adults and dislocated workers in Monroe County. This program will serve Monroe County. The M3 Training Program allows WIA eligible adults and dislocated workers identified by the Alabama Career Center System the ability to acquire a certification in Production and Advanced Production technical skills. By introducing the participants to the ten week course, these individuals have the opportunity to acquire the technical skills necessary to meet the employment demands of regional business and industry.

With the unemployment rate in Monroe County at 18.4% (August 2009), a solution on cross-training and educating a more diversified and multi-skilled worker is becoming crucial to the success and economic stability of the region. The M3 Training Program is intended to demonstrate a participant’s degree of mastery over technical skills based on regional business and industry needs. This program is designed to teach the technical knowledge to the participant, track the technical instruction, and require the participant to perform a technical skills demonstration to be authenticated by a qualified instructor.

The M3 Training Program is tailored to teach and train technical skills for WIA eligible adults and dislocated workers to the standards set forth by regional business and industry. This M3 Training Program uses over twenty disciplines ranging from basic computer skills to mechanical drive system skills to educate the participants on the abilities needed to be competitive in the workforce. To achieve a credential in Production Level I Skills and the Production Level II Skills, a displaced worker must pass an assessment based on the following criteria:

<b>Production Level I Skills</b>	<b>Production Level II Skills</b>
<ol style="list-style-type: none"> <li>1. Blueprint Reading – Introduction to Multi-View Drawings</li> <li>2. Computer Fundamentals – Word Processing, Spreadsheets, and Internet</li> <li>3. Basic Safety</li> <li>4. Introduction to Hand and Power Tools</li> <li>5. Basic Measurement</li> <li>6. Control Chart Operation</li> <li>7. Precision Measurement Tools</li> <li>8. Introduction to SPC</li> </ol>	<ol style="list-style-type: none"> <li>1. Linear Motion Hydraulic Systems</li> <li>2. Introduction to Drill Press</li> <li>3. Band Saw Operation</li> <li>4. Basic Electrical Circuits</li> <li>5. Introduction to Levers</li> <li>6. Pneumatic Systems Construction</li> <li>7. Pneumatic Power Systems</li> <li>8. Introduction to Mechanical Drive Systems</li> <li>9. Automation Operations</li> </ol>

The M3 program will train WIA eligible adults and dislocated workers identified by the Alabama Career Center System in a twelve month period ranging from November 1, 2009 through October 31, 2010. Starting in December 2009, four sets of ten week long training classes will be held. One class consisting of twenty (20) WIA eligible adults and dislocated workers will be conducted during each ten week set for a total of four classes during the twelve month timeline; class times and days will be Monday through Friday from 8:00 a.m.-4:00 p.m. each day.

A strong collaboration with the Alabama Career Center System is vital to the success of the M3 Training Program. The identification of the participants who will qualify for the technical training assistance will begin at the Alabama Career Center System. In addition, support from

Alabama River Companies, Temple-Inland, and Boise Paper will be important to the program. Their support stress the importance of cultivating a qualified labor force to meet the demand of business and industry as well as generating a well-trained labor pool for potential employment and economic development activity.

The M3 Training Program will be deemed successful when sixty (60) of the projected eighty (80) WIA eligible adults and dislocated workers complete a ten week technical training course to receive the M3 credential in Production Level I Skills or Production Level II Skills. The success of the M3 Training Program hinges on the benchmarks and goals that drive the proposal, and it is extremely important to be able to quantify these goals and benchmarks through measurable outcomes. The quantifiable goals of the M3 Training Program are as follows:

1. **Goal 1** – Alabama Career Center System identifies eighty (80) WIA eligible adults and dislocated workers to participate in the M3 Training Program, which will consist of twenty (20) participants per class for ten (10) weeks over the course of a year.
2. **Goal 2** – Seventy-five percent (75%) of the WIA eligible adults and dislocated workers entering the M3 Training Program will complete the class.
3. **Goal 3** – Sixty (60) participants from the overall eighty (80) participants who participated in the M3 Training Program will be awarded a M3 credential in either Production Level I Skills or Production Level II Skills.

The success indicators will be the goal benchmarks that are reached from the M3 Training Program as well as the business and industry approval of the M3 credentialed worker. Employment rate will be ultimate indicator as well as other tracking mechanisms used by the Alabama Career Center System. Also, pre-training surveys and post-training surveys from regional business and industry will provide another benchmark in determining the success of the M3 Training Program.

	<b>Adults</b>	<b>Dislocated Workers</b>
Entered Employment Rate:	70%	70%
Employment Retention Rate:	70%	70%
Average Monthly Earnings:	\$2,500.00	\$2,500.00
Employment Rate:	70%	70%
Credential Rate:	75%	75%

The M3 Training Program is a stackable credential process that is more in-line with local and regional needs of Southwest Alabama. Also, with the e-Learning module (delivered by Amatrol LMS) playing a complimentary role in the M3 Training process, the M3 Training Program is a solid manufacturing credential with multi-skill intent that complies with national and regional standards.