

Ohio MSSC CPT and NCRC™:

A partnership for industry-recognized credentialing

ACT RESEARCH BRIEF

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Credentials enable individuals to document skills gained on the job—a critical step for workers transitioning to a new job. This brief describes the combined impact of two industry-recognized credentials on training and employment outcomes for Ohio manufacturing workers facing layoffs.

Grant Funding Provides Credentials for Dislocated Workers

In 2010, the Communications Workers of America (CWA) union was awarded a grant from the US Department of Labor to provide training for displaced manufacturing workers in several counties throughout Ohio. While the grant initially focused on serving dislocated autoworkers in Hamilton and Butler Counties, it was later expanded to other displaced manufacturing workers throughout the region via a partnership with the Southwest Ohio Region Workforce Investment Board.

The Methodology

The grant revolved around a training program and certification process for the Manufacturing Skill Standards Council's (MSSC) Certified Production Technician (CPT) certificate. Four assessments are included in the MSSC CPT Program: Safety, Quality Practices & Measurement, Processes & Production, and Maintenance Awareness.

The ACT WorkKeys® assessments Reading for Information and Applied Mathematics were used as a screening tool for entrance into the MSSC CPT Program. A score of Level 4 or higher was required before entering the program. Locating Information was later added so that individuals could qualify for the ACT National Career Readiness Certificate (NCRC).

Training and Employment Outcomes

- When used in combination with ACT WorkKeys assessments, the pass rates for all four CPT assessments were over 90%.
- About 59% of individuals with an ACT WorkKeys Applied Mathematics score of Level 3 passed the CPT, compared to 87% of those with a score of Level 5 (see Figure 1).

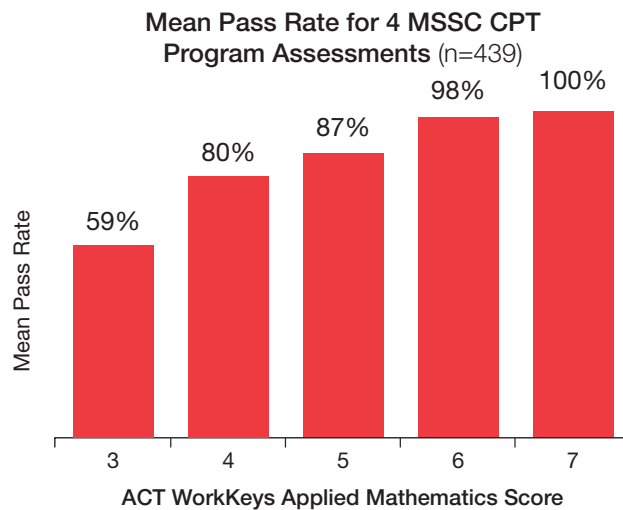


Figure 1

(continued)

- The CPT pass rate for individuals with an ACT WorkKeys Reading for Information score of Level 4 was 68%, compared to 89% of those with a score of Level 5 (see Figure 2).

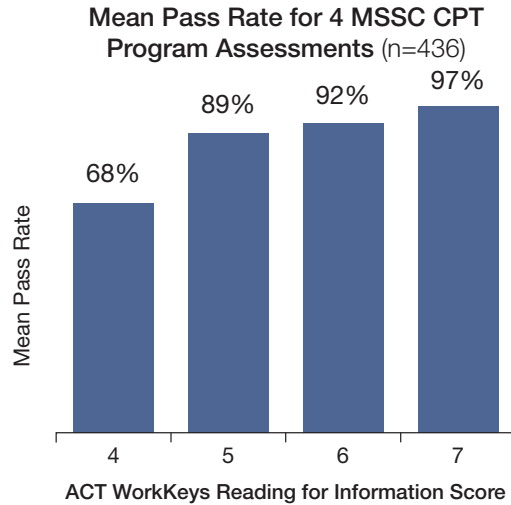


Figure 2

- Within the larger CWA grant, there were 2,114 MSSC courses completed. Also, 422 individuals earned the full CPT credential, 190 earned the NCRC, and 425 found new jobs.

Expanded State Implementation

Following the successful model used in the CWA grant program, the Department of Job and Family Services' Rapid Response program has provided both the NCRC and MSSC CPT credentials for dislocated workers in other manufacturing layoff events. Preliminary findings of this expanded statewide program show that individuals who earned both the NCRC and MSSC CPT had a 45% employment rate (higher than the 39% employment rate for those who did not earn both), and another 25% entered a postsecondary education/training program.

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