

Manufacturing Workforce Plan Scorecard

Updated: 11.01.2014

Activities	Goals/Outcomes July 2013 - June 2015			Stakeholder	Status
	Goal	Progress to Date	% of Plan		
Outreach & Awareness – Pipeline					
# of secondary schools aware of regional recruitment pool, training pathways and using CWWC industry collateral	50	9	18%		"Superintendent Roadshow" - highlighted mfg. career pathways and mfg. sector initiatives to district leadership
# of CTE programs that align curriculum to CWWC regional industry standards	30	2	7%		CAL is becoming NIMS Accredited
# of youth internships in manufacturing occupations	100	122	122%		SummerWorks, Pathways to Manufacturing, CLARK CO. SKILLS CENTER, Evergreen School District, Vancouver School District, Clark College, S.E.H. America, CAL
# of youth manufacturing Career Related Learning Experiences (CRLEs) supported by CWWC and partners	1000	1557	156%		Mfg. Showcase Day, C-TEC Employment Made Possible Youth Conference, Clackamas Career Road Trips, CLARK CO. SKILLS CENTER, Evergreen School District, Vancouver School District, Clark College, S.E.H. America, MFG Day Tours, East County Makers Gone Pro Event
Certifications					
# of employers sign on to "prefer" certifications and recognize standards	100	31	31%		NCRC Letter of Supports
# of workers certified related to regional competency tiers (NCRC, MSSC, NIMS, AWS)	1000	110	11%		NCRC, CPT, AWS
# of industry certification sites established	16	10	63%		MSSC CPT Testing Centers at each of the region's community colleges - 4 employer sites and CAL set up for NIMS testing
Recruitment					
# of skill validated jobseekers for the manufacturing industry	2000	224	11%		
% fill rate for all jobs listed/recruited from the pool	75%	49%			633 placements made on 1,301 listings
# of employer recruitments supported	200	1,301	651%		Represents total number of manufacturing listings - number of businesses may be less - number of openings may be more.
# of job placements into critical manufacturing occupations (machinists, welders, maintenance, etc.)	300	360	120%		
# of manufacturers connected to new employees using OJT	200	94	47%		
# of manufacturing industry awareness events	3	22	733%	WorkSource	Tualatin Manufacturing Job Fair, Welding Mock Interviews, Welding Presentation, Machining Open House, etc.
Average wage of candidates placed from the manufacturing recruitment pool	\$15	\$14.58	97%		Average wage of OJT placements only
Training and Placement Vehicles					
# of manufacturing OJTs	n/a	335			
# of manufacturing ITAs (classroom training)	n/a	248			
# of manufacturing adult internships	n/a	5			
# of manufacturing cohort trainings	n/a	4			4 CPT Cohorts trained/assessed representing 40 candidates
Industry Support					
# of CWWC supported supply chain/networking events	8	3	38%	EDC, Hillsboro	2 Supply Chain Events, Washington County Mfg. Summit
# of CWWC sponsored industry training events	8	4	50%	VA, Clark Colleg	NIMS Train-the-Trainer, ISO 9001 and AS9100, Accelerate to Machining, Lean Enterprise Certificate
# of companies CWWC connects to continuous improvement training through intro to lean workshops	50	12	24%		
# of companies connected to more intensive lean coaching services	25	0	0%		
# of manufacturing workers trained through CWWC Incumbent Worker Training	n/a	1245			

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Metric Definitions	Acronyms	Acronym Definition
# of secondary schools aware of regional recruitment pool, training pathways and using CWWC industry collateral - High Schools that are aware of manufacturing occupations and that are directing students to regional recruitment pool for manufacturing employment or directing students to post-secondary training for manufacturing careers	AWS	American Welding Society
# of CTE programs that align curriculum to CWWC regional industry standards - The number of High School manufacturing programs that align curriculum with the common performance expectations adopted by the Regional CTE Advisory Board	CRLE	Career Related Learning Experience
Youth Internships - Paid or unpaid internships for youth ages 16-24 that occur in a manufacturing environment	CTE	Career Technical Education
Manufacturing Career Related Learning Experiences (CRLE) - A structured career exposure activity for High School students (company tour, job shadow, etc.). In Oregon CRLEs are a graduation requirement.	CWWC	Columbia-Willamette Workforce Collaborative
# of employers sign on to “prefer” certifications and recognize standards - Employers who indicate in their job listings that they want to hire candidates who have industry certifications to validate their skills.	ITAs	Individual Training Account (job seeker tuition support)
# of workers certified related to regional competency tiers (NCRC, MSSC, NIMS, AWS) - The number of workers who are assessed and receive an industry certification	MSSC/CPT	Manufacturing Skills Standards Council - Certified Production Technician
Industry Certification Site - A facility (education, employer, WorkSource) which can proctor industry assessments to certify worker skill sets.	NCRC	National Career Readiness Certificate
# of skill validated jobseekers for the manufacturing industry - Number of job seekers who have had their skills validated by WorkSource staff and are part of the regional mfg. recruitment pool.	NIMS	National Institute for Metalworking Skills
Fill rate for jobs recruited from the pool - Percentage of job placements for manufacturing openings listed with WorkSource	OJT	On-the-Job Training - Hires with subsidy through training period
Employer Recruitments - Manufacturing openings listed with WorkSource		
Critical Manufacturing Occupations - Occupations which manufacturers report having difficulty filling. Includes Welders, Machinists, Industrial Maintenance Mechanics		
# of manufacturers connected to new employees using OJT - Number of manufacturers that have hired and trained using OJT.		
Manufacturing Industry Awareness Events - Career exposure and hiring events for adult job seekers		
Manufacturing OJTs - Number of OJTs at Manufacturing Companies		
Manufacturing ITAs (classroom training) - Training supported through WorkSource targeting manufacturing occupations		
Manufacturing adult internships - Paid or unpaid internships for adult WorkSource participants that occur in a manufacturing environment.		
Manufacturing cohort trainings - Training for a group of participants that occurs outside of the traditional college term schedule		
CWWC supported supply chain/networking events - Staff involvement in partner events		
CWWC sponsored industry training events - CWWC funded training for a group of companies		
# of companies CWWC connects to continuous improvement training through intro to lean workshops - Number of companies participating in these trainings		

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of companies connected to more intensive lean coaching services - Companies that continue accessing lean coaching beyond the initial "intro to lean" workshops
of manufacturing workers trained through CWWC Incumbent Worker Training - Manufacturing workers who receive training funded by CWWC partners.