

Foundation Introduces New Training Products and Fundraising Initiative

In 2007 the PMA Educational Foundation continued to address the key areas of focus in its strategic plan – career awareness, training products and services for the industry, and effective fundraising to support its effort.

FOUNDATION

Best Practices Workshop

The highlight event of the year took place on September 12-13 when the foundation welcomed to PMA headquarters 30 participants representing 14 PMA districts for the second annual Best Practices



Members visit Cuyahoga Community College during the Best Practices Workshop in September.

Workshop. This program brings together educators and district leaders to share workforce development models for the metalforming industry that have successfully enhanced career awareness and/or provided training and education to entry-level and incumbent

workers. Presentations at this two-day event were given by representatives from community colleges, high schools and PMA districts.

Training Products and Services

Several training products and services were developed or enhanced in 2007. Three of PMA's video-based training systems, the *Press Operator and Die Setter* (English and Spanish) and the *Press Brake Operator and Setup* training systems, were converted to DVD format. A "Curricula Package" also was made available consisting of the *Metalforming Curriculum Level I* and *Metal Stamping Curricula Levels II & III*.

Additionally, the foundation continues to support the National Institute for Metalworking Skills (NIMS), which has awarded 16,000 credentials and in 2007 directed the implementation of competency-based apprenticeships for stamping operation and setup and tool and die, as well as other metalworking occupations.

A new *SkillStart* self-study booklet entitled *The Meaning of Quality – Keeping it Under Control* was completed and, after review and input from PMA's Quality Committee, will be available soon.

These and all of the foundation's programs and services have been assembled into the newly created PMA University, announced at PMA's Annual Meeting in October. PMA University will be the catalyst for the development of new offerings.

The foundation's *WorkingSolutions* consulting business unit undertook three major projects in 2007. In one project, skill-based, on-the-job training standards, including training designs and competency documentation for CNC operators, metalformers and welders, were written for the Twin Cities (MN) *M-Powered* apprenticeship program. In addition, an *Expert OJT™* workshop was conducted for industry trainers implementing the program. In another project, three curriculum modules for quality, production and maintenance based on the Manufacturing Skill Standards Council (MSSC) credentialing and certification were created for the *Coalition of Manufacturing Education* in conjunction with the Minnesota State Colleges and Universities system. Ongoing is a two-year project for the design and development of a competency-based, pay-for-skills program at PMX Industries (a hot-rolling



Members of the PMAEF Board attend the M-Powered graduation ceremonies at Hennepin Technical College.

mill of nonferrous metal alloys). This joint union/labor-management contract consists of cross-training more than 700 employees representing 18 production "work groups" within the plant.

Fundraising

At PMA's Annual Meeting a "Legacy Giving" campaign was launched to build the foundation's endowment over time through bequests in estate-planning documents.

Another fundraising initiative, the Silent Auction at METALFORM 2007, raised more than \$16,000. In an effort to increase involvement in the auction, the bidding began early through an online auction website. Show attendees also bid on items via terminals located in the PMA booth. 2007 also saw increasing numbers of companies joining the foundation's list of annual "partners" with a minimum contribution of \$500.

As the foundation's endowment grows, so does its ability to fund grants supporting industry workforce development. In 2007 the foundation committed just under \$160,000 in grants to 11 organizations, bringing the total of grants funded since inception to \$825,000. The 2007 grants supported NIMS credentialing and accreditation, school-based manufacturing technology programs, district training activities, career awareness initiatives and the Skills USA program.

M-Powered Program

The year culminated when the Board of Trustees met at Hennepin Technical College and participated in the graduation ceremonies for the M-Powered program. This program embodies many critical success factors from the foundation's strategic plan. It has received grant funding from PMAEF, which was used to leverage much larger funding from other public and private sources. It was created through partnerships of the college, PMA's Twin Cities District with additional participation by the Minnesota Precision Manufacturing Association, and a local workforce-development organization. It utilizes curriculum created by the foundation, credentials students through NIMS, and produced an Occupational English curriculum that is transferable to other PMA districts. It provides training and education for potential and incumbent employees, thus introducing new people to the industry and allowing those already in it to grow.

Among other district models, the Indiana, Chicago and Wisconsin Districts also have active training programs working with schools and through partnerships, and the Southern New England District actively participates in a tremendous career awareness program. These successes provide confidence that the industry will meet the challenges of the current skill shortages, which are predicted to be even greater in the near future.