



## *Manufacturing Advancement Center Workforce Innovation Collaborative*

**F**ive years ago, a small group of solution-minded Massachusetts manufacturers and industry leaders compared notes about various business challenges each was facing. While their production needs were diverse and their products couldn't have been more different, they all quickly realized that their workforce struggles were very similar.

Already feeling the effects of a rapidly growing skills gap and determined to affect change, this group of "manufacturing vigilantes" reached out to their peers and partners, steadily increasing in both size and synergy. Before long, this group became known simply as "The MACWIC."

They soon formed the foundation for a skilled workforce pathway certification, specifically designed to increase the number of work-ready candidates with demonstrated competencies in the basic skills manufacturers need most. Today, the MACWIC is a vital workforce development resource for its more than 225 member companies, who combined represent over 27,000 employees and over 20% of all manufacturing revenue in the state.

*"When I hire a MACWIC certified employee, I have a greater level of confidence in their potential, because they've already proven they have the basic technical skills necessary to succeed."*

Diane Ferrera, Director of Human Resources  
AccuRounds, Avon, MA

To join the MACWIC, go to [www.macwic.org](http://www.macwic.org) or scan this QR code



## APPLIED MANUFACTURING TECHNOLOGY PATHWAY CERTIFICATION

The Applied Manufacturing Technology Pathway Certification is an advanced manufacturing certification program that serves two main purposes. One is to add value and merit to the industry to encourage individuals to consider careers in manufacturing. The second is to create a standard instruction set and evaluation process (which is continuously improved) so that employers readily understand the skill set of an applicant, therefore reducing the cost of hire.

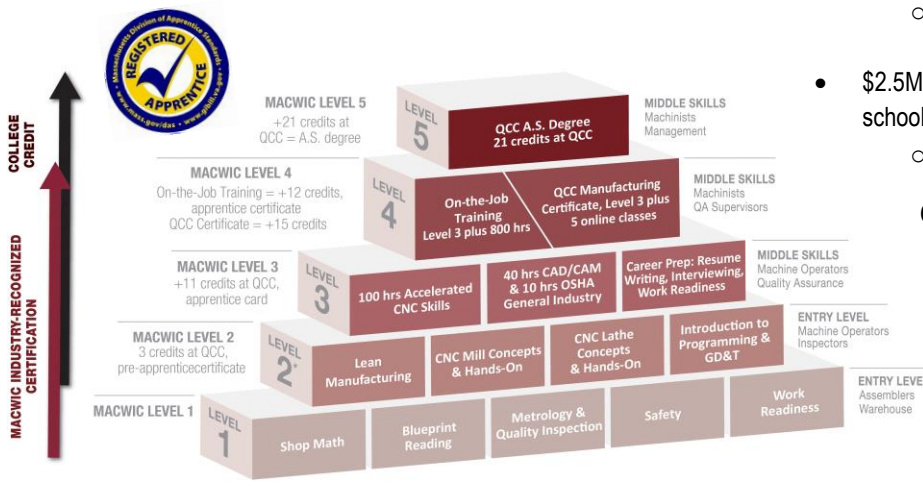
### INDUSTRY

The Manufacturing Advancement Center Workforce Innovation Collaborative is the statewide focal point for employer-led workforce training initiatives. The purpose of the MACWIC is to preserve manufacturing tribal knowledge and to execute the transfer of knowledge and critical skills to the current and future workforce.

- 225+ members with 27,000 employees
- \$8.65B in revenue

### TRAINING & EDUCATION

- Competency-based standardized curriculum
  - Industry-developed, industry recognized
  - Incorporated into MA Vocational Technical Education Frameworks
- Establish metrics and goals
  - Improve vocational high school Machine Tool Technology training
- Connect community colleges
  - Statewide community college articulation agreement (in process)
- \$2.5M curriculum and software grant to MA vocational high schools
  - Supports MACWIC Level 1 & 2 credentials



\*Career/technical students can graduate with a Level 2 certificate. Levels 1 and 2 training can also be taken online.

### CREDENTIALS

- MACWIC Level 1 & Level 2 certification
- MA Division of Apprenticeship Standards pre-apprentice certificate
- Articulation agreement with Quinsigamond Community College – 26 credits

### QUALITY CAREER PATHWAY<sup>1</sup>

Career pathways enable a participant-no matter his or her entry point-to earn marketable credentials and access employment at or above family supporting wages.

- Well-connected education and training offerings
- Multiple entry points that accommodate participants entering at different education and skill levels
- Multiple exit points at successively higher levels of family-supporting employment and aligned with subsequent educational entry points

<sup>1</sup> Center for Law and Social Policy, "CLASP's Alliance for Quality Career Pathways", 2013.