

CPT & CLT Value to Texas Employers



What are CPT & CLT?

- The Certified Production Technician (CPT) and Certified Logistics Technician (CLT) are the leading national credentials for frontline workers in manufacturing production and logistics
- Developed by industry, for industry, both certifications cover industry-wide core competencies for entry-level through frontline supervisor-level workers
- Over 40 companies at Alliance TX in Fort Worth participated in the development of the CLT program under a 2007 U.S. Department of Labor grant to the North Central Texas Workforce Board
- The only frontline certifications in their respective industries that are accredited by the American National Standards Institute (ANSI) under ISO Standards 17024 (Personnel Certification)
- CPT and CLT are delivered through a national network of 1563 MSSC-authorized Instructors and 868 MSSC-authorized Assessment Centers, mostly in community colleges and high schools, in 49 states and D.C.
- CLT is used by the U.S. Military as part of the We Can't Wait initiative to assist active duty, reserve and guard members in earning industry credentials and facilitate transition into civilian employment.

Value to Employers

- As more area high schools and community colleges offer the certification programs, employers are assured of a qualified talent pipeline
- Have confidence that certified new hires understand the industry and their role as a frontline worker
- CPT and CLT are annually reviewed by subject matter experts to ensure that they continue to reflect current industry practices
- Candidates regularly report that after completing the certification program they feel more confident, better able to adapt to new tasks and technologies and better able to handle problems and emergencies
- Reduces turnover and cuts recruitment costs
- Includes teamwork, communications, problem-solving and good conduct skills

Low Cost / No Cost Option for Employers

- Establish a recruitment policy to take industry credentials like CPT and CLT into account in their hiring process
- Ensure that all hiring personnel, recruiting agencies and temp agencies are aware of the recruitment policy
- Communicate the recruitment policy to area training providers (high schools, community colleges, workforce investment boards, etc.)
- Include CPT- or CLT-preferred in job announcements

Texas and MSSC

- Over 50 companies have participated in the development and deployment of MSSC standards
- Over 27 MSSC authorized centers
- Over 6,400 certificates issued statewide
- Ranked 6th in the nation for certifications issued
- With over 1 million frontline jobs, production and logistics make up almost 13% of the state's workforce and approximately 18% of the state's GDP

Successful MSSC Models

Toyota San Antonio: The large Toyota plant in San Antonio pioneered the following model: Selected students from area high schools take the MSSC Safety Course in their junior year at Alamo CC and, if they pass the assessment, have an 8-10 week summer internship at the company. They then take the MSSC Quality Course in their senior year and, if they pass, have an 8-10 week summer internship at the company. Toyota spends about \$2800 per student per year. Excellent results: 42% of high schoolers use their CPT to go to work, 58% use dual credit with Alamo CC to seek an AA degree, mostly in same field.

Embedding CPT and CLT into Career Pathway Courseware: Often spurred by state legislation driven by corporations, state Chambers and/or Manufacturing Associations, numerous state departments of education are placing stronger emphasis on CTE and career pathway programs of study that receive credit and embed MSSC courseware. Some are now also offering to compensate secondary schools \$1000-\$1500 in career readiness awards for each industry certification that students secure. MSSC is studying various models and working on a strategy to disseminate the best ones for potential nationwide adoption by the CTE community.

Funding Opportunities

Skills Development Fund: The state-funded Skills Development Fund provides local customized training opportunities for Texas businesses and workers to increase skill levels and wages of the Texas workforce. A business, consortium of businesses, or trade union identifies a training need, and then partners with a public community or technical college to fill its specific needs. Businesses work with college partners to submit proposals, develop curricula and conduct training. The Skills Development Fund pays for the training, the college administers the grant, and businesses create new jobs and improve the skills of their current workers. TWC accepts project proposal submissions throughout the year with each grant typically lasting 12 months.

Industry-Recognized Skills Certification Initiative: This two-year fund, introduced in 2015, provides funding to local Boards to support skills certifications. Many Boards have effectively used these funds to begin or grow industry certification programs, but there are still unused funds. If your Board has unused Initiative funds, we encourage you to consider using them for CPT and/or CLT programs.

For assistance with ways in which to get started with CPT and/or CLT and various funding formulas, please contact either of the following:

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