FAMOUSA



Overview

FAME model & AMT program





Terminology

FAME

- Federation for Advanced Manufacturing Education
 - The model of skills training

AMT

- Advanced Manufacturing Technician
 - The multiskilled training <u>program</u> using the FAME model







Timeline

2010

- Toyota Motor Manufacturing Kentucky
- BluegrassChapter starts

2012

- First graduates
- Attention grows

2013-2017

- Programs grow in
 - Kentucky (KCTCS)
 - Toyota footprint

2019

 Discussion to move to MI

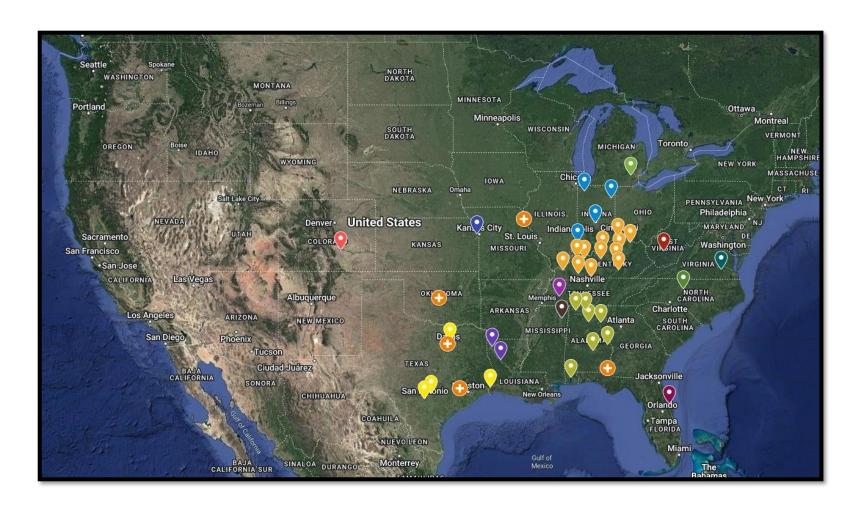
2020

FAME USA





FAME Network



450+ Sponsoring Companies

16 States





What is the problem, exactly?

 Not enough manufacturing workers, including skilled workers

- New technicians are not work ready
- Aging technical workforce







FAME AMT is the solution set

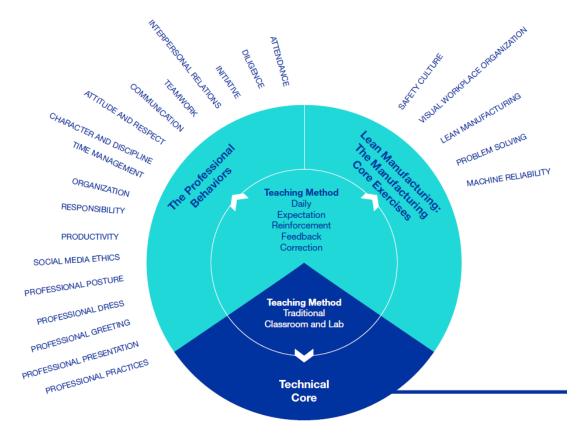
- The AMT program develops *global-best*, *entry-level multiskilled maintenance technicians* through
 - Specific academic foundation
 - Intensive, consistent reinforcement of distinct professional behaviors and practices
 - Deep integration of core competencies in manufacturing
 - On-site, intentional work/train experience for five semesters







How Can We Address This?



- Technical knowledge through pursuit of Associate degree
- Specific Lean manufacturing knowledge overlaid on technical skills
- Deep integration of Professional Behaviors through delivery of Lean elements





The FAME AMT Program

- Paid work/study co-op model
 - 3 days working, 2 days at school creates "40-hour week"
 - Program starts each fall, runs five consecutive semesters
 - Students move through the program in a cohort (~15 students)
- Students earn a FAME Certificate, encompassing:
 - an associate degree, with academic emphasis (no failing grades)
 - 1,800 work hours, professional behaviors, lean elements





Recruitment Pools

- "Traditional" Rising high school seniors
 - Academically well-prepared, not looking for traditional university experience
- "Non-traditional" Incumbents, veterans, re- or upskill candidates



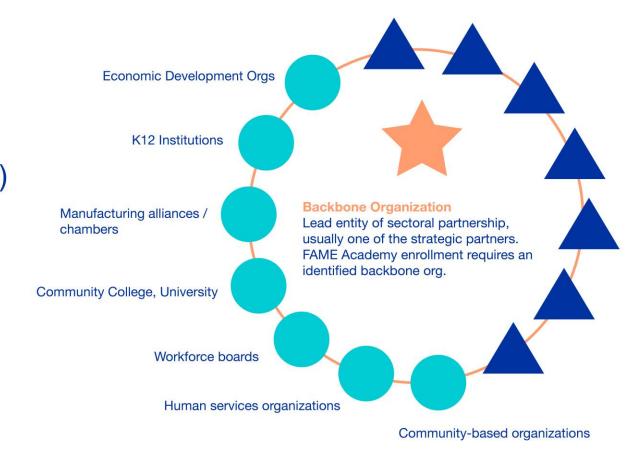


The Structure

Visualization of a Sectoral Partnership

Strategic Partners

Involved in workforce development and usually EDA-eligible organizations (such as 501c3 non-profits)









The FAME AMT Program

- "Employer-led" but not necessarily "Employer-managed"
 - A "backbone" or "hub" can (and should) play a vital role
- Employers take active role for successful program
 - Curriculum reflects local technical skill needs, maximizes academic contact time
 - Recruitment requires active engagement of employers





Questions?

Next:

MCEs and Professional Behaviors





FAME Professional Behaviors

The Five Professional Practices

Professional Dress

Appearance that inspires pride and expectation

Professional Posture

Appearance that inspires competence

Professional Greeting

Introductions that convey professionalism

Professional Presentation

Communication that influences decisions

AMT Practices

Tying it all together

The Six Professional Behaviors

Attendance

Being a contributing asset on time every day

Initiative

Starting your work yourself

Diligence

Completing your work with high quality

Interpersonal Relationships

Being a conflict resolver, not a conflict causer

Teamwork

Achieving more by working effectively with others

Communication

Achieving through speaking and writing

The Seven Essential Behaviors

Attitude and Respect

Professional readiness with respect

Discipline and Character

Prioritizing responsibilities and total integrity

Responsibility

Personal ownership to make things happen

Organization

Structure and logic to maximize efficiency

Time Management

Best use to achieve the most important outcomes

Productivity

Maximizing results for time and resources invested

Social Media Ethics

100% appropriate, value-added use





MCE / Professional Behaviors Integration

MCE-1 Safety Culture

MCE-2 **Visual Workplace Organization**

Examples

MCE-3 Lean Manufacturing

Examples

MCE-4 **Problem** Solving

Examples

MCE-5 Machine Reliability

Examples

Daily Safety Discussions Responsibility, Communication

Safety Board Management Interpersonal Relations, Teamwork

Safety Improvement Projects Initiative, Diligence

Safety Commitment Ceremony Professional Practices

Example MCE Exercise

Productivity, Diligence

Step 2: Sort Organization, Time Management

Examples of Professional Behaviors Reinforced

Discipline, Organization

Step 5: Sustain Responsibility, Teamwork

inciples & Practices Initiative, Diligence

Just-in-Time Principles & Practices Productivity, Time Management

n Productivity

Time Management, Productivity

Kaizen Exercise Initiative, Diligence **Problem Clarification** Organization, Critical Thinking

Problem Breakdown Organization, Analytical Thinking

Root-Cause Analysis Organization, Critical Thinking

Countermeasures Critical Thinking, Productivity

Foundation Principles Discipline, Communication

Problem Solving, Diligence

Key Questions

Reliability Process Organization, Teamwork

Failure Mode Effect Analysis Analytical Thinking, Organization

Decision Diagram Productivity, Critical Thinking

Report Out Problem Solving, Communication





The FAME Technical Center



Virtual tours available at *FAME-USA.com*

Tours include embedded informational elements





Look Professional, Become Professional





AL FAME - Rocket City 1st and 2nd Year AMTs



Questions?

Next:

Outcomes and Impacts





Does it work?

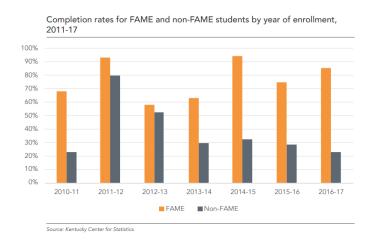


Figure 2. FAME boosts completion for men and women

Completion rates by gender

	GENDER	NUMBER	COMPLETERS	COMPLETION RATE
FAME	Female	32	23	71.9%
FAME	Male	357	289	81.0%
Non-FAME	Female	54	13	24.1%
Non-FAME	Male	335	100	29.9%

Source: Kentucky Center for Statistics.

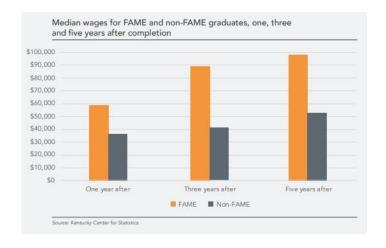


Figure 3. FAME boosts completion for all racial groups

Completion rates by race

	RACE	NUMBER	COMPLETERS	COMPLETION RATE
FAME	Other	28	18	64.3%
FAME	White	361	294	81.4%
Non-FAME	Other	41	10	24.4%
Non-FAME	White	348	103	29.6%

Source: Kentucky Center for Statistics.

KENTUCKY FAME FULFILLING THE PROMISE OF APPRENTICESHIP Tamar Jacoby and Ron Haskins





Economic Impacts

Employers

- On-demand/pull program
- Builds mutual culture
- Increases retention
- Builds skills needed for long-term impact
- Reduces turnover costs

Individuals

- \$30,000+ wages during program
- > 90% offered full-time employment
- Starting \$26-\$30/hour plus benefits and OT





Questions?

Next:

Chapter development





Starting a New Chapter

Variable

Approximately One Year

FAME Prepare Program First Academy Go or No-Go First Step Formation Recruitment Cohort Semester Start Enrollment · Identify a Convene to Companies form College-side Chapter Students FAME • Move to 3/2 establishes K12 convening entity inform chapter prepares interviewed Orientation rotation w and/or lead session companies partnerships maintenance Elect officers Stakeholders Offers made employer · Identify annual learn chapter Conducts Open First Summer team Identify college champion work implementation House aggregate partner (RFI) demand Reviews **Applications** Aug-following August / Anytime Anytime May-Dec June Anytime September May FAME USA provides standard chapter (Tuition-based) FAME Academy | May <> Dec FAME USA shares standard development supports supports Additional, intensive supports available MANUFACTURING Institute **FAM©USA**



The FAME Academy

What is it?

- Manufacturing Institute teaches employers, college partner, and other stakeholders to successfully set up and run a FAME program
- Provides continuous technical support during the entire startup process
- To enroll, a location MUST have identified a Backbone Organization

Why Join?

- Learn as a cohort and develop a national peer network of fellow FAME chapter representatives
- Ensures all stakeholders learn the program elements to ensure a successful chapter
- Enrollment fee provides full access to learning and program materials for all chapter stakeholders





FAME USA Supports

Technical Assistance

- Manufacturing Institute staff, as FAME USA, support all aspects of both development and ongoing continuous improvement
- FAME-specific training
- Documentation, templates, resources, guides, etc.
- Branded collateral and best practices supports
- Expertise available on-demand
- Quality Assurance

Technology Supports

- ApplyToFAME.com | FAME Student Portal
 - Houses universal application
 - Tracks student through the entire program
 - Provides one-stop access to all student information for chapter stakeholders
 - Builds data for more targeted efforts, increasing ROI
- FAMEworks.com | Learning System
 - Houses FAME Academy coursework
 - Serves as an on-demand library of FAME learning modules
 - Provides learning validation for AMT program
- FAME-USA.com | FAME Resources
 - Housed at FAME-USA.com
 - Provides easy access to downloadable program files to support all aspects of the program





Chapter Fees

- Chapter determines their own annual budget to cover priority expenses, e.g., local marketing and recruitment, as well as the annual fee to the MI (currently \$2,500)
- This budget determines the annual fee, which will vary by chapter, but generally falls between \$1,000 and \$2,000 each year, per employer







FAME USA Staff



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Our team has the right experience to assist with all aspects of FAME chapter development.

- 15+ years combined experience working with FAME chapters
- Economic development training and experience
- Experience leading and working with Chambers of Commerce, Manufacturing Associations, Workforce Development Boards, and Manufacturing Extension Partnerships
- State-level and national K12 education and workforce policy
- Community college administration, program support, and curriculum development
- Public-Private Partnerships
- Federal grants—USDOL, Commerce, EDA
- SaaS support and development
- Program and system integration management





