

FAMeUSA



Overview

FAME model & AMT program

Terminology

FAME

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

AMT

- Advanced Manufacturing Technician
 - The multiskilled training program *using* the FAME model



Timeline

2010

- Toyota Motor Manufacturing Kentucky
- Bluegrass Chapter starts

2012

- First graduates
- Attention grows

2013-2017

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

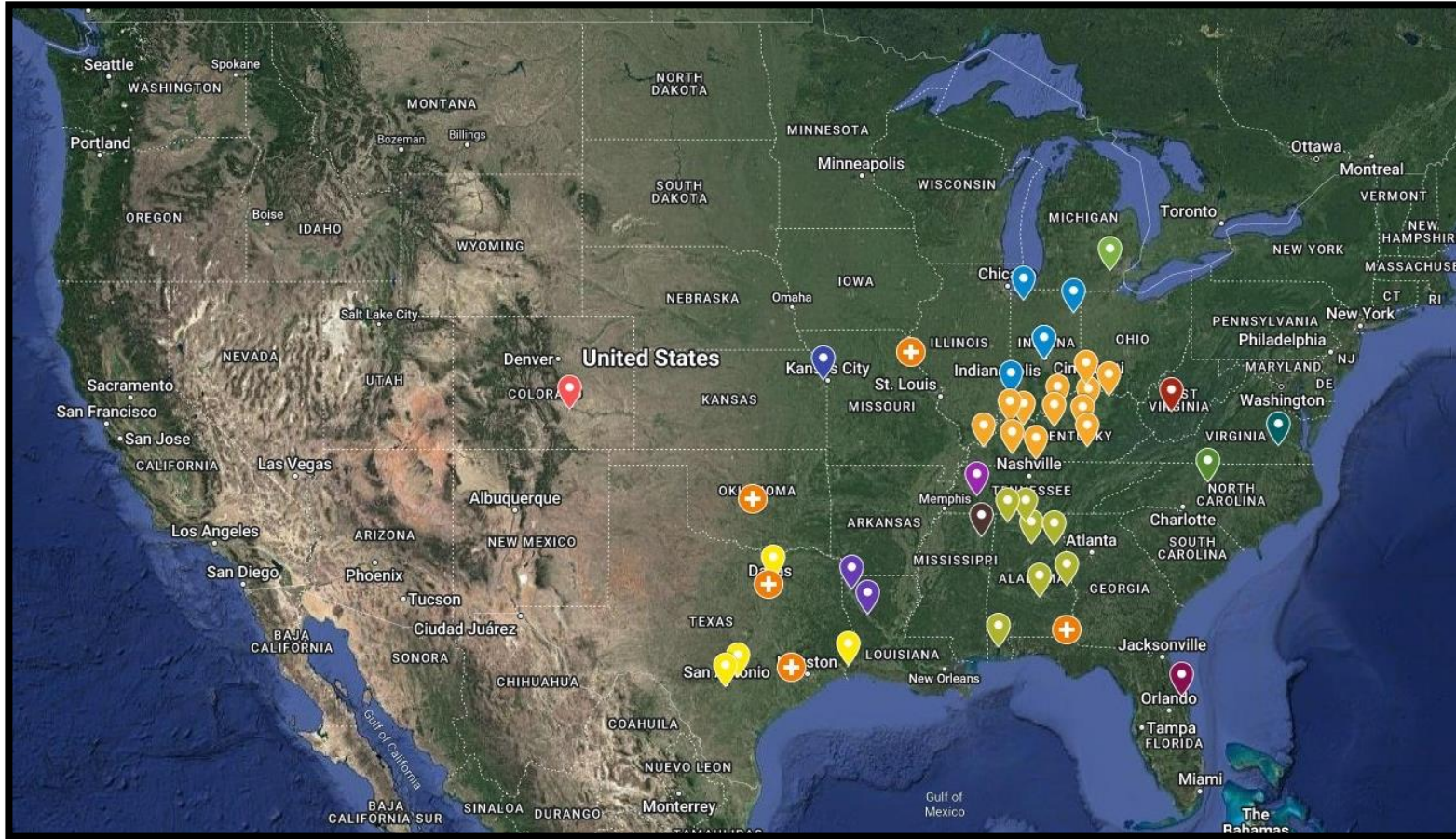
2019

- 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

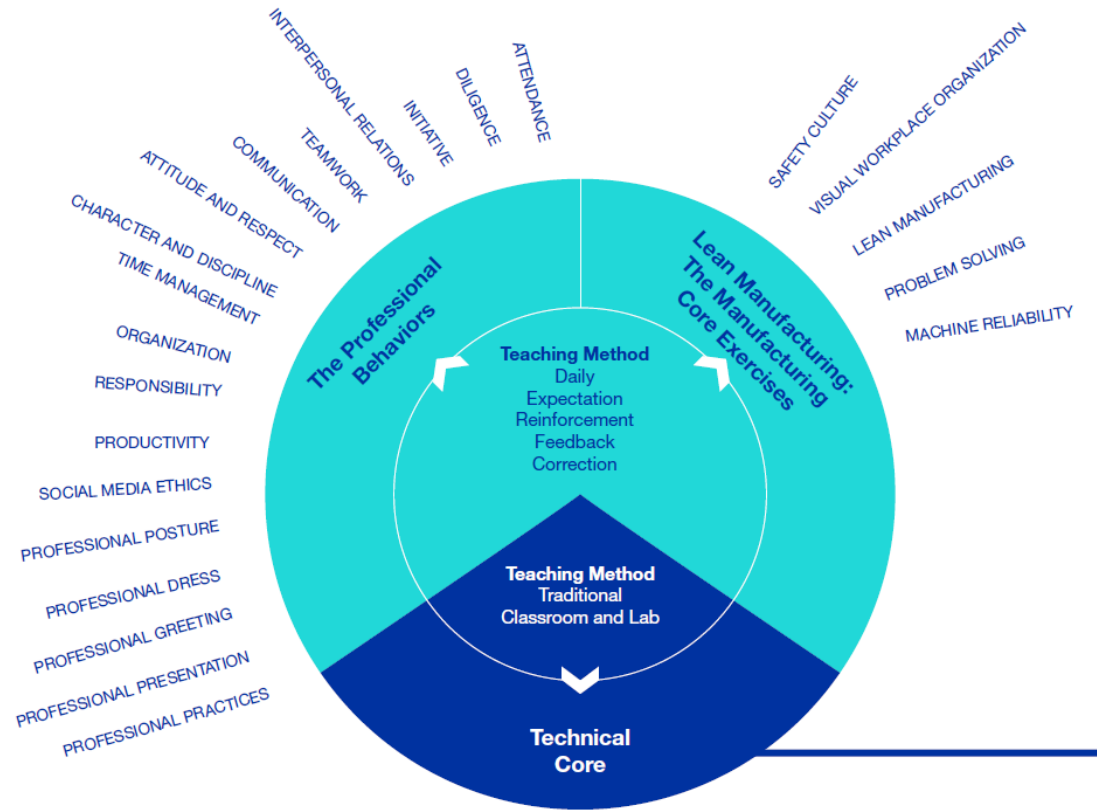


FAME AMT is the solution set

- 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

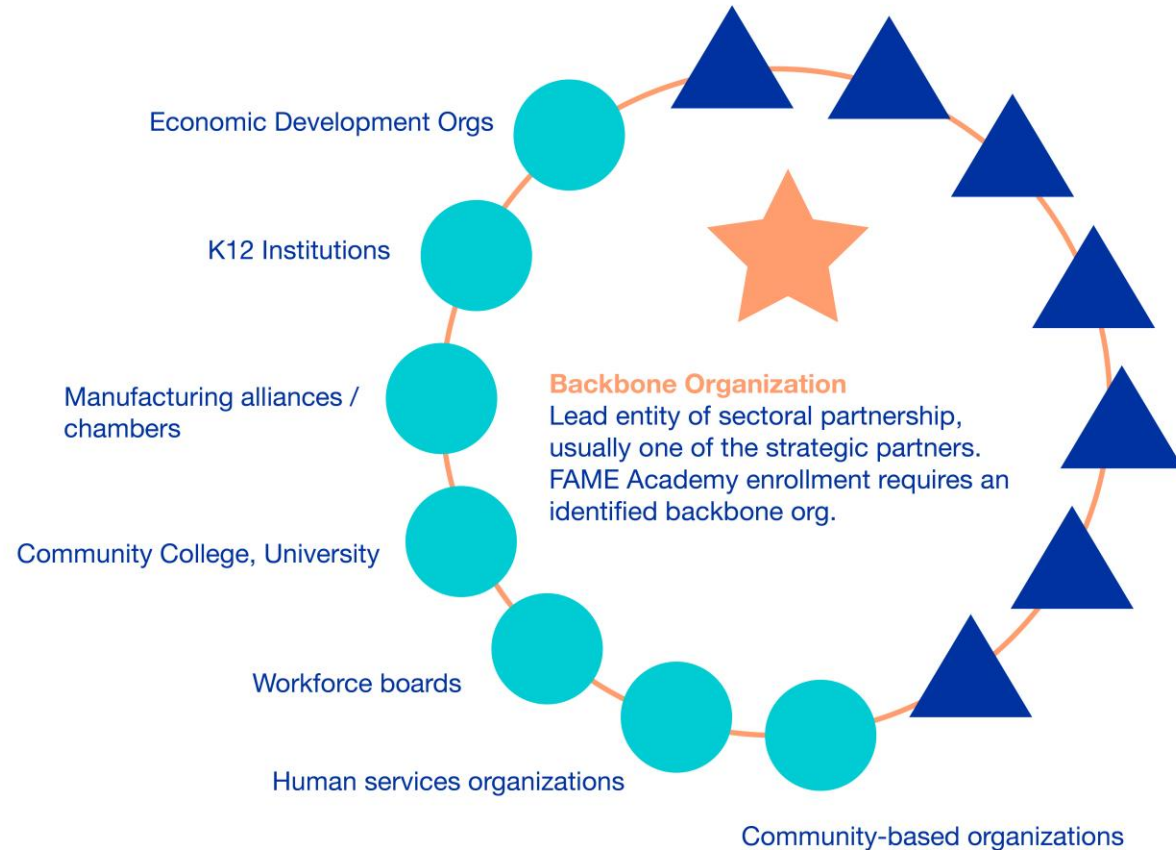
- “Traditional” - Rising high school seniors
 - Academically well-prepared, not looking for traditional university experience
- “Non-traditional” - Incumbents, veterans, re- or up-skill candidates

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

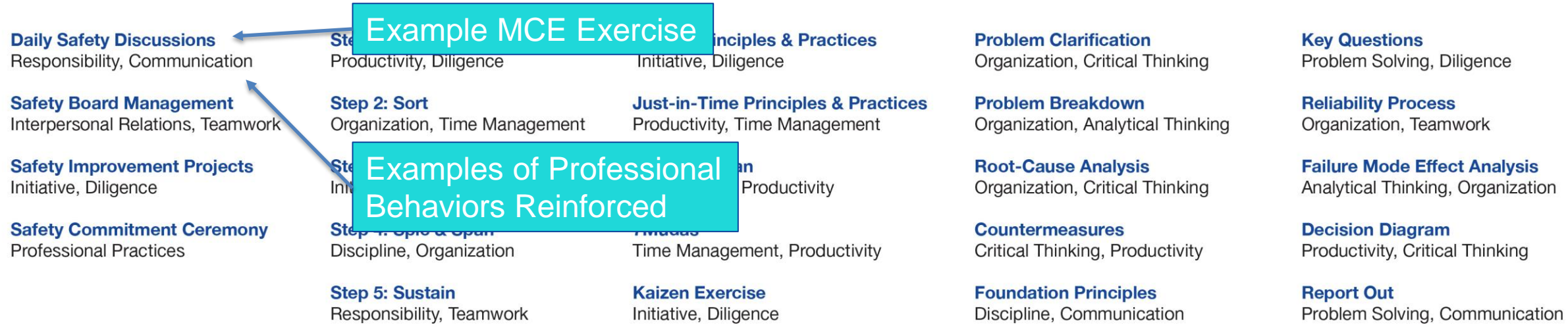
Productivity

Maximizing results for time and resources invested

Social Media Ethics

100% appropriate, value-added use

MCE / Professional Behaviors Integration



The FAME Technical Center

Virtual tours available at
FAME-USA.com



Tours include
embedded
informational elements

Look Professional, Become Professional



FAME Professional Posture
FAME Professional Dress

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

Questions?

Next:

Outcomes and Impacts

Does it work?

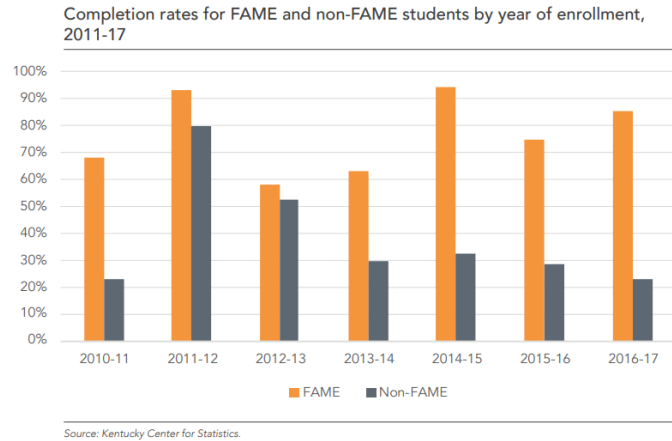


Figure 2. FAME boosts completion for men and women

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.

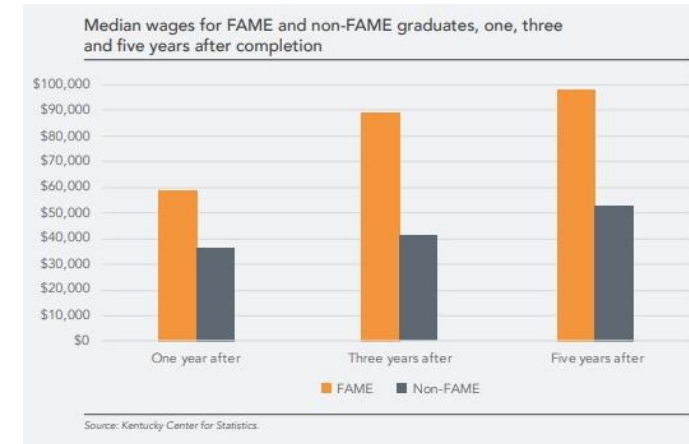


Figure 3. FAME boosts completion for all racial groups

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

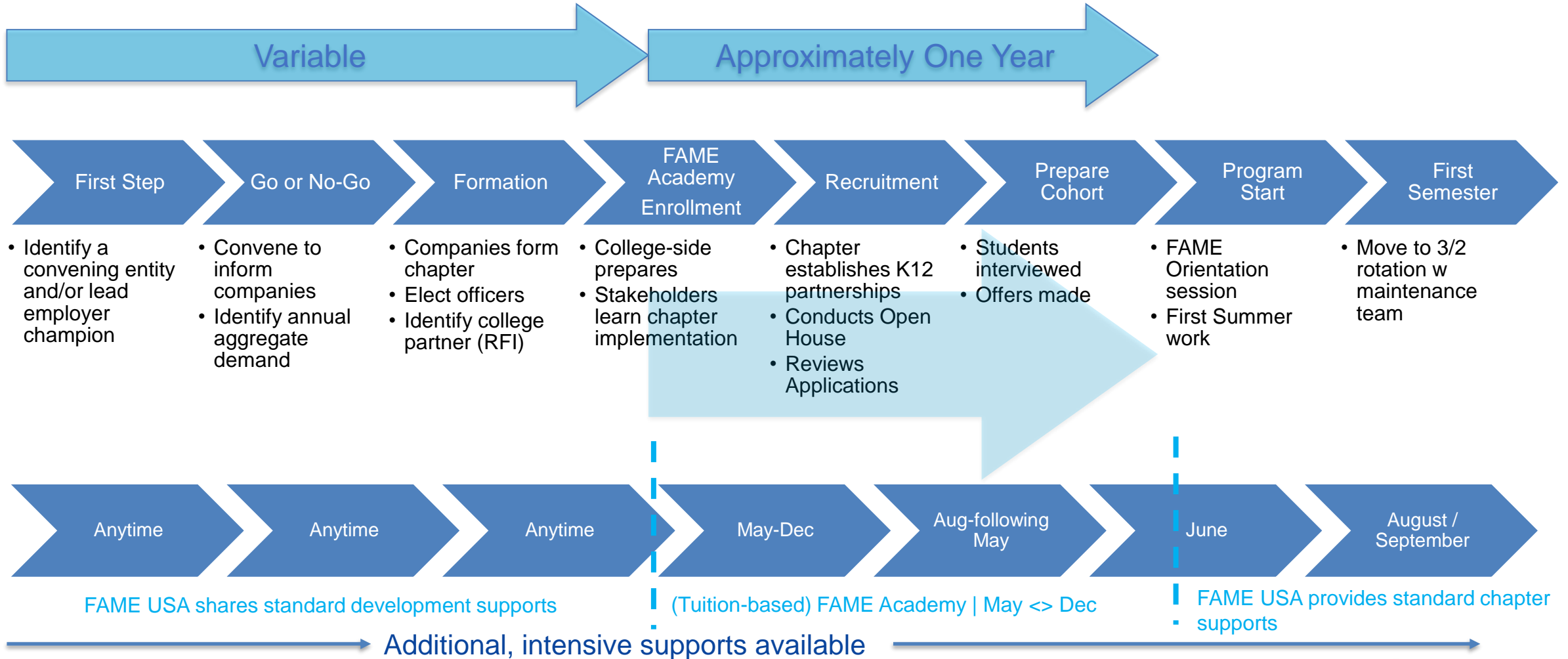
- \$30,000+ wages during program
- > 90% offered full-time employment
- Starting \$26-\$30/hour plus benefits and OT

Questions?

Next:

Chapter development

Starting a New Chapter



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

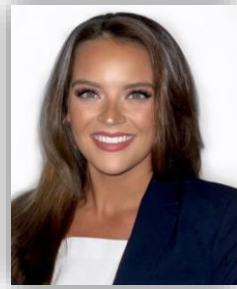
- Chapter determines their own annual budget to cover priority expenses, e.g., local marketing and recruitment, as well as the annual fee to the MI (currently \$2,500)
- This budget determines the annual fee, **which will vary by chapter**, but generally falls between \$1,000 and \$2,000 each year, per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



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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