

Michigan Advanced Technician Training (MAT²) Program



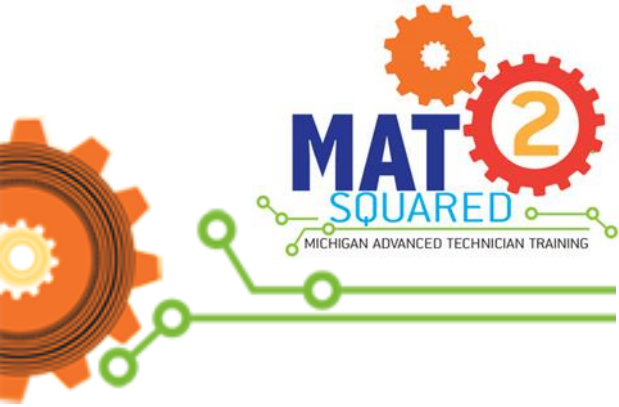
MAT² is a partnership between the Talent Investment Agency, State of Michigan, industry leaders, and colleges to address the need for skilled talent.

"Tomorrow's opportunities cannot be realized with yesterday's skills. It's time to develop the next generation of talent."

GOVERNOR RICK SNYDER



What is MAT²?



= Colleges + Industry + Students

Foundation:

- ⊗ Partnership Approach
- ⊗ Common Goals
- ⊗ Return on Investment

Goals:

- ⊗ Work & Learn Model
- ⊗ Education and Training Standards
- ⊗ Skilled Workforce

Program Overview



2013

2 Occupations
2 Colleges
11 Companies
31 Students

2015

4 Occupations
6 Colleges
46 Companies
130+ Students



Occupations: Mechatronics



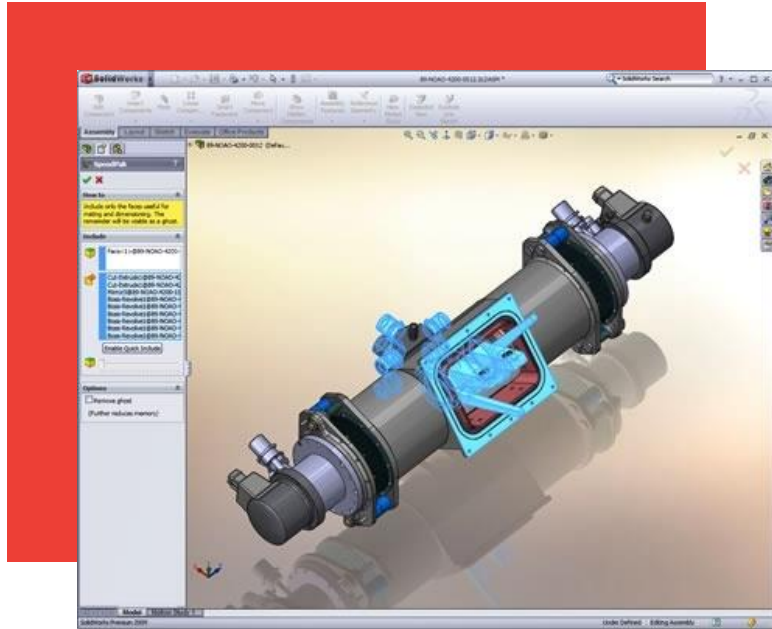
Combination of electrical, mechanical, and electronic skills used to identify, analyze, and solve systems-based problems. A mechatronics technician must be able to support engineers, modify machines, make minor changes, repair, test, and provide maintenance for related equipment.

Occupations: Information Technology



All MAT² IT technicians will be able to install, troubleshoot, maintain, and update technologies, and communicate to both internal and external customers. The progression of skills will allow students to move through entry-level positions.

Occupations: Technical Product Design



Technical product designers develop new products or modify existing ones. After learning the fundamentals of materials and production methods, students create and use internal and client presentations, 2-D drawings, technical documentation, 3-D models, and computer simulations to demonstrate design goals and make any necessary modifications.

Occupations: Computer Numerical Control



CNC manufacturing technicians set-up, operate and produce high quality products on computer numerically controlled (CNC) machine tools. Program participants will be competent in blueprint reading, gauging and inspection, statistical process control, mathematics, safety, and machine tooling.

College Availability



<p><u>Mechatronics</u> Oakland Community College Henry Ford College Baker College - Cadillac</p>	<p><u>Technical Product Design</u> Mott Community College</p>
<p><u>Information Technology</u> Oakland Community College</p>	<p><u>Computer Numerical Control</u> Delta College Henry Ford College Kalamazoo Valley Community College</p>

Participating Employers

American Axle

Avon Automotive

Avon Protection

BBG

Benteler

Borg-Warner-Auburn Hills

Borg-Warner-Cadillac

Borg-Warner-Livonia

Brose

Cadillac Castings

Central Process Engineering

Detroit Diesel

Durr

EMAG

FIAMM

FRIMO

FTE

Flowserve

Heller

Hirotec

Humphrey Products

Inergy Automotive Systems, LLC

Jenoptik

K&S Services

Kalkaska Screw

Kern-Liebers

Klingelberg America

Kostal

Link Engineering

Magna

New Center Stamping

Pontiac Coil

Proper Group

R&H Machine

Rec Boat Holdings

Rexair

Secure 24

Siemens

Skilled Manufacturing

SL America

State of Michigan - DTMB

Universal Tools and Equipment, Inc.

Volkswagen Group of America

Weil Engineering

Williams International

X-L Machine



Talent Development WIN/WIN



Productivity

Custom Fit: education tailored to company needs

Applied Learning: lessons reinforced through immediate real-world application

Career Orientation: confirms talent, fit, long-term interest

Partnership

3-Year Trial: truly know each other before the hiring decision

Commitment & Motivation: based on long-term relationship & investment

Academic/Business Integration: instructors & employers communicate & collaborate

Savings

Lower Cost: Educational \$ offset by initial wages & minimal recruiting



Talent Development WIN/WIN



Productivity

Students are *employees ...* from day one

- ⊗ Companies can “**customize**” their employee / student in the workplace (skill sets, attitudes, company culture etc.)
- ⊗ Core skills are taught from the *first semester*
- ⊗ Skills are applied and tailored in the workplace
- ⊗ Curriculum is *industry-driven*
- ⊗ Work assignments are developed to reinforce classroom learning

Talent Development WIN/WIN



Partnership

Companies and employee/students build a synergetic relationship

- Students are paid to work and to learn for three years
- Students mature into valuable, highly-motivated employees with long-term loyalty

MAT² companies and students have a commitment to each other

- After three years of work and school, students have a two-year commitment
- No turnover for a minimum of five years

Industry and academic providers are *partners*

- Companies receive feedback on classroom performance



Applicant Qualifications



ACT Scores*

Math 21

English 19

Reading 18

Resumes of Academically Qualified Candidates are Provided

*Optional for pre-qualification only. Candidates must take college's required entrance exam.

Company Investment



School Period – Tuition*

Year 1	\$10,000
Year 2	\$6,000
Year 3	\$4,000

Weekly Stipend

\$200.00

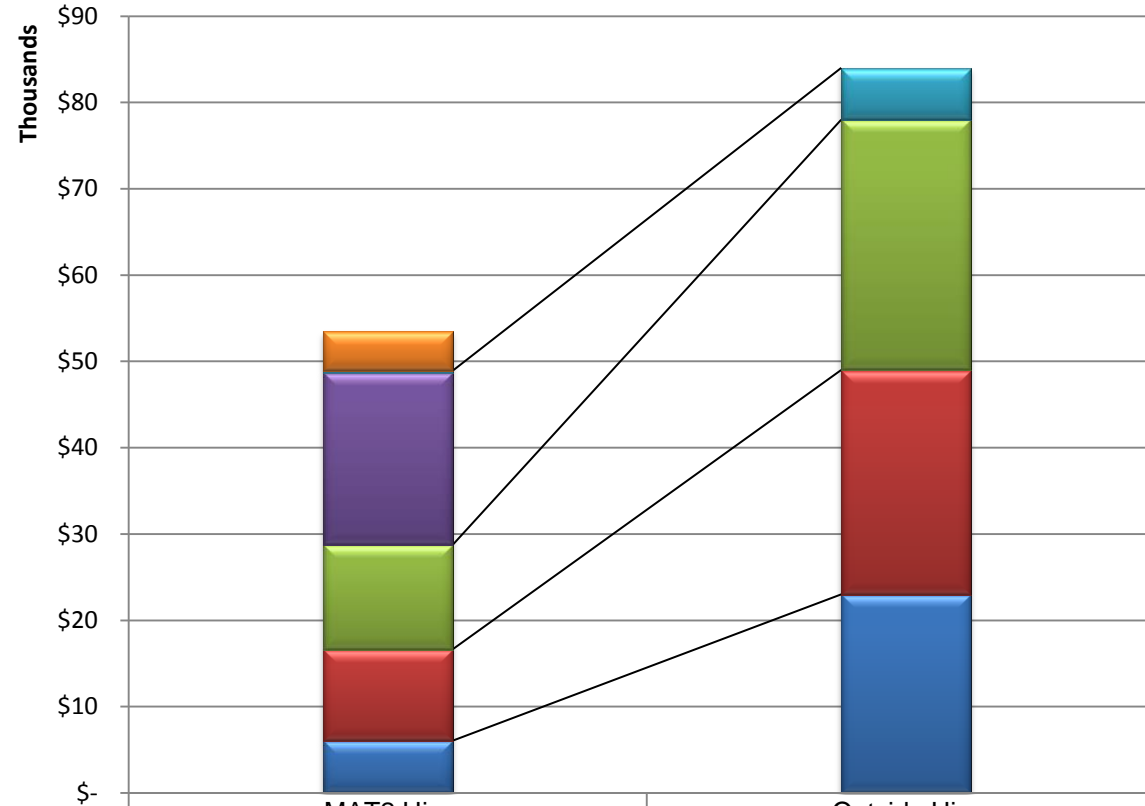
*Tuition Rates: Total investment of \$14,000 to \$23,000 over a three-year period. Tuition rates vary by college.

Work Period – Minimum Hourly Wage

Year 1	\$9.00
Year 2	\$10.50
Year 3	\$12.00

If a company hired for a similar position, they could spend as much as \$84,000 over a three-year period.

Program Costs



	MAT2 Hire	Outside Hire
■ School Stipend**	\$4,600	
■ Head-hunting/recruiting cost *	\$180	\$6,000
■ Tuition - three years	\$20,000	
■ Year Three Salary (total)	\$12,096	\$29,000
■ Year Two Salary (total)	\$10,584	\$26,000
■ Year One Salary (total)	\$6,048	\$23,000

Total

\$53,508.00

\$84,000.00



Prospect Profile



- ⚙️ Thinking strategically about the number of employees who will retire within the next five years.
- ⚙️ Has demonstrated a growth trend indicating the need for an increased labor force.
- ⚙️ Has supported internships, tuition reimbursement, co-ops, apprenticeships, and mentorships in the past.



2016: Key Dates



- ⚙️ Employer Commitments Due: **March 1-30**
- ⚙️ Interviews Completed: **April 30**
- ⚙️ Job Offers: **May 15 to June 15**



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