

MANAGING THE TALENT PIPELINE:

A New Approach to Closing the Skills Gap



Case Study: Talent Pipeline Management

Profile: Toyota Advanced Manufacturing Technician Program

Title: Building Demand-Driven Training Programs

Toyota's first wholly owned U.S. manufacturing facility in Georgetown, Kentucky, had been relying on hiring local talent and internal promotions to keep the facility running smoothly since the 1980s. But after industry perceptions shifted, manufacturing talent pools began to shrink. In response, Toyota partnered with Bluegrass Community and Technical College (BCTC) in 2010 and developed the Advanced Manufacturing Technician (AMT) program.

The student experience here is not your typical classroom. Through an apprenticeship-style model, students use nationally recognized Advanced Manufacturing Technology (AMTech) curriculum standards to learn the skills required to become an advanced manufacturing technician at BCTC while simultaneously gaining the soft skills needed for the fast-paced, collaborative working environment of the production floor. Program completers are awarded an AMT Certificate and Associate's Degree in Applied Science.

Building this success, the program expanded to into a regional collaborative – the Kentucky Federation for Advanced Manufacturing Education (KY FAME) in 2013. Sixteen KY FAME member organizations sponsor students at their local facilities, complete with competitive hourly wages to ensure they graduate debt-free. Led by Toyota, the collaborative is committed to closing the gap of unfilled skilled technician jobs and increasing the global competitiveness of U.S. manufacturing.

To date, AMT and FAME have expanded to 14 programs in 8 states, and was recently recognized as the best career pathway training program in the U.S. by the National Career Pathway Network. Leveraging lessons learned from the AMT Program, Toyota plans to develop new, industry-initiated career pathways for other manufacturing jobs.

This case study is part of the U.S. Chamber of Commerce Foundation's Talent Pipeline Management initiative, an ongoing program aimed at closing America's skills gap crisis through the use of lessons learned from supply chain management.

To learn more about this project, please visit www.TheTalentSupplyChain.org

