



# TIME FOR ACTION

The Future of Skill Development



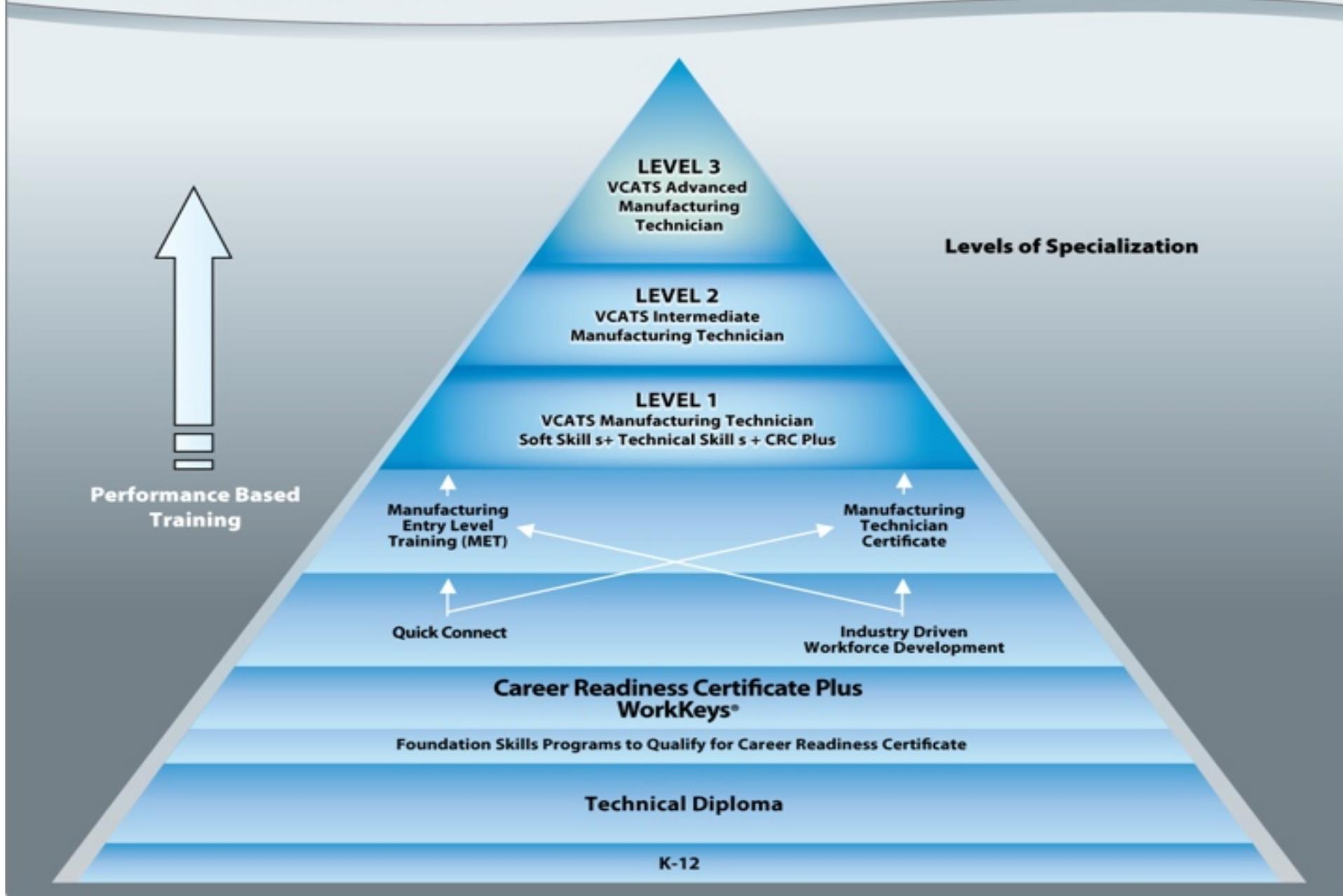


**Setting the Standard for Success in Industry**

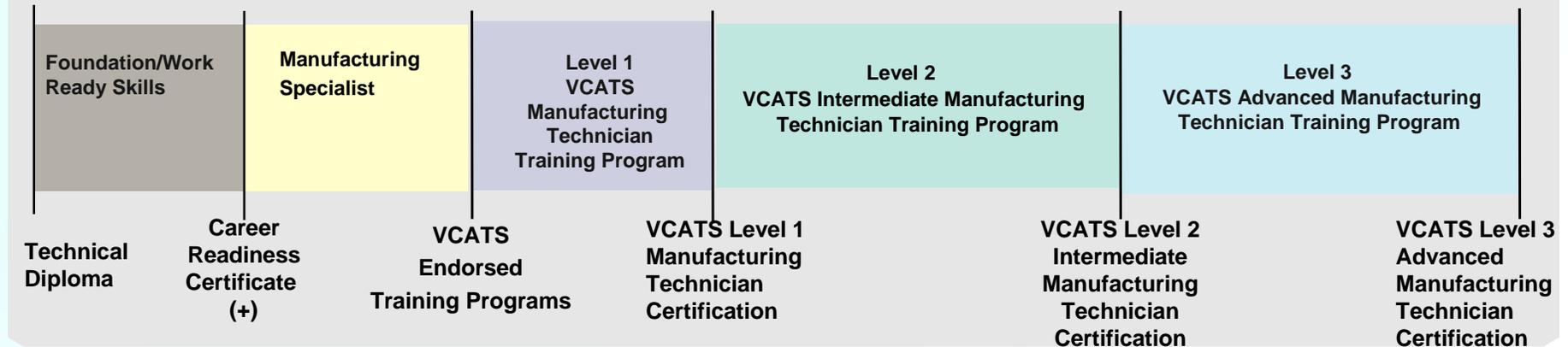
# **Industry's Solution to Developing a Skilled Workforce**

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- Certification standards (3 Levels)
- Assessment instruments
- Online and Action Learning Lab™ tools and programs (with soft skills resources)



## Level Content



*Content to Be Determined*

*Reading for Info.  
Locating Info.  
Applied Math  
(+)includes Applied Technology*

*Background Check  
Drug Screen  
CRC  
Safety – OSHA 10 Hour  
Spatial Reasoning  
Applied Technology  
Precision Measurement  
Team Building  
Problem solving  
Observation  
Foundation - Computer Skills, TPM, Lean  
Leadership*

***Background Check  
Drug Screen  
Safety  
Basic TPM  
Spatial Reasoning  
Precision Measurement  
Math for Manufacturing  
Team Building  
Soft Skills  
Quality  
Production  
Observation  
Business of Mfg.  
Problem solving  
Leadership***

*Working in Mfg.  
Materials  
Manufacturing Processes & Technology, Preventive Maintenance & Instrumentation, Troubleshooting, Repair & Commissioning, Logistics & Flow  
Quality & Business Acumen  
Teamwork and Leadership  
Safety  
CAD – 2D & 3D*

*+ Additional Specialization  
+ Required Math  
+ Required Science  
(as prescribed by employers and/or industry)*



# VCATS Technical Design Group

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## **Alcoa**

Earl Robbins, North American Strategies  
Steve Griffin, Human Resources Manager

## **Boehringer-Ingelheim Chemicals**

David Crawford, Senior Manager Business Process  
Excellence  
Sara Warthan, Training Manager  
Eric Jones, Trainer

## **Micron Technology, Inc.**

Amy Harris, University & Academic Relations  
Manager

## **Merck & Company**

William Conklin, Operations Manager

## **Novozymes Biologicals, Inc.**

Doug Acksel, Director of Operations

## **Philip Morris USA**

Arthur Riles, Administrator- ETP Training & Development

## **Reynolds Packaging Group**

Richard Kirchhoff, Vice President Manufacturing  
April Epps, Human Resources Manager

## **Training & Development Corporation**

Bruce Vermeulen, VP Development

## **Wyeth Consumer Healthcare**

Joe Bower, Project Manager- High Performance Work System

## **VCATS Staff**

Sheryl Bryan, Director  
Dr. Jerry Klein, Senior Instructional Designer



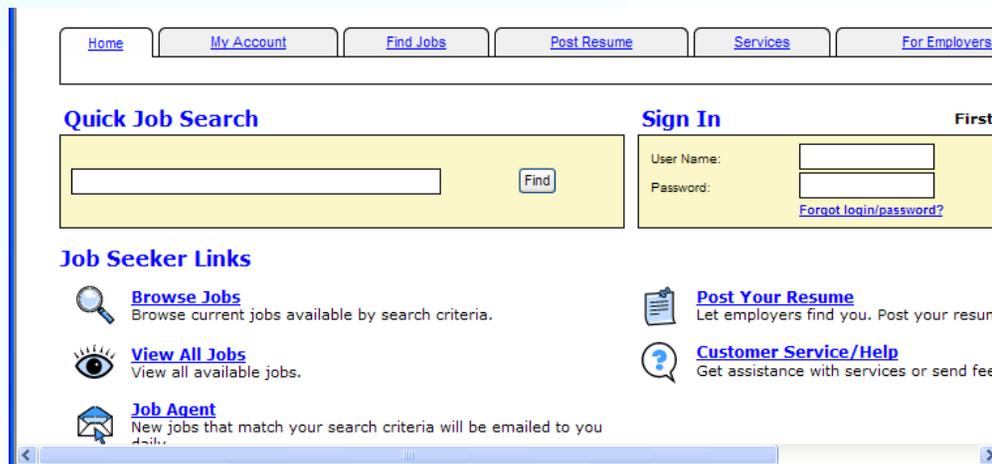
# VCATS Progress to Date

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- Level I Certification & Assessment complete
- Level I on-line technical skills curriculum complete
- Action Learning Lab™ design (short-cycle) complete
- Level II competencies defined
- World-Class Manufacturing Assessor Certificate, Certification and Assessment complete
- Alignment with community college programs assessed
- Assessed over 200 people at community colleges, technical high schools and factory sites against Level I Certification
- Assessment reviewed and validated by James Madison University assessment expert
- Dream It Do It Virginia Marketing Solution

# VCATS Products in Development

- Level I Action Learning Lab™ design (longer-cycle, including employability skills)
- Level II competency standards and assessments
- Level III Maintenance Technician Certification
- Level III Laboratory Technician Certification
- Advanced technology occupations job board



The screenshot displays the VCATS website interface. At the top, there is a navigation bar with links for Home, My Account, Find Jobs, Post Resume, Services, and For Employers. Below this, the page is divided into several sections:

- Quick Job Search:** A yellow box containing a search input field and a "Find" button.
- Sign In:** A yellow box with fields for "User Name:" and "Password:", and a "Forgot login/password?" link.
- Job Seeker Links:** A section with three links: "Browse Jobs" (with a magnifying glass icon), "View All Jobs" (with an eye icon), and "Job Agent" (with an envelope icon). Each link has a brief description of its function.



# Resources

[www.vacats.org](http://www.vacats.org)

[www.dreamit-doit.com/virginia](http://www.dreamit-doit.com/virginia)

[www.vamanufacturers.com/skilledtrades/index.php](http://www.vamanufacturers.com/skilledtrades/index.php)

# Contacts

**Sheryl Bryan, Director, VCATS**

[bryan.sheryl@vacats.org](mailto:bryan.sheryl@vacats.org)

**Brett Vassey, President & CEO, VMA**

[bvassey@vamanufacturers.com](mailto:bvassey@vamanufacturers.com)

**Mark Herzog, Executive Director, VaBIO**

[mherzog@vabio.org](mailto:mherzog@vabio.org)