



Benefits of Certification

A new system is needed to qualify skilled workers. The shortage of a skilled workforce is one of the most critical factors affecting not only production, but also innovation, research, and development in advanced manufacturing. The pool of available workers is changing and, in spite of high unemployment, companies are having greater challenges finding the skilled workers they need. Processes that worked a number of years ago to recruit and hire workers are no longer a fit for making the right choices and avoiding the turnover churn. Job descriptions often are outdated or not clear and applicants don't understand the skills required for the positions. There is a lack of clarity about available training programs and their outcomes. All these factors can lead to misunderstandings that do not emerge until well into the hiring and promotional process.

The NAM-Endorsed Skills Certification System (SCS) offers a solution! Skills certifications can help your company...

Improve hiring practices. By matching the certification with the skills required, the company validates that the applicant has the skills required to do the job. You can then focus on other criteria critical to the selection process.

Take the "guess work" out of the selection and promotion process. Certifications provide objective criteria to the application process. Employers can request certifications as part of the process and then focus on references, interviews, and assessments of prior work experience.

Ensure that training programs include knowledge and skills required for the job. Certifications help employers more clearly articulate their needs to their education partners. Educators can better design programs that meet both current and projected employer needs and include the certifications as an outcome.

Save money and improve the bottom line. Recruitment and hiring processes are costly to companies in both time and resources. A bad hire doubles the cost to the company. Employers report cost savings in the hiring process and also improved production, reduced OJT time, increased productivity, improved workplace safety, and higher product quality.

Develop a certified, professional technical workforce. Companies with credentialed employees are more innovative, more competitive, and have better candidates for promotion. Companies also report a more positive climate and improved morale and initiative. Employers include the certification as "preferred" or "required" in their job description.

Results

Companies using the Skills Certification System (SCS) have documented significant **measurable** results. These include:

- **More job-ready candidates:** Applicants with certifications have demonstrated an ability to be productive faster than those hired without the certifications
- **Shorter training/OJT time:** Certified workers come to the company ready to work and learn. They have a basic understanding of the manufacturing environment, terminology, and common processes and are ready to apply them in their new environment.
- **Improved safety and quality:** Manufacturers report fewer accidents and improved safety ratings. Certified workers understand the importance of safety and quality and are sensitive to the critical role in production.
- **Reduced turnover:** Employers have reported as much as a 50% reduction in turnover resulting from hiring certified workers. The HR and training cost savings can be significant.
- **Better promotion decisions:** Certified workers are better candidates for promotion. Some employers use certifications as criteria for employees requesting a promotion or to identify those most qualified for future training.
- **Enhanced equipment effectiveness:** Certified workers understand and know how to maintain the equipment to avoid breakdowns and production disruption. They know how to follow protocol before a problem emerges.
- **Increased productivity:** Reduced overtime and scrap rate, additional new business and an overall increase in production capacity keep production lead times below the industry standard.
- **Improved company performance:** Increased worker skills significantly contribute to improvements in efficiency, increased sales, and annual savings.

Companies embedding certifications in their hiring and promotional practices realize significant and measurable positive impacts on their overall performance.

