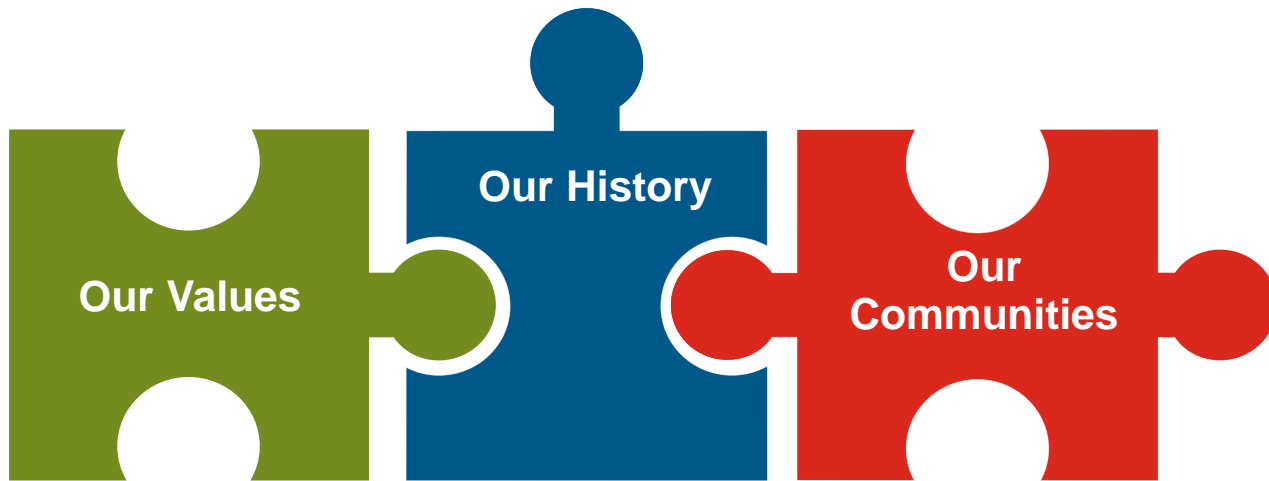




Danette G. Howard, PhD
Governor's Workforce Cabinet Meeting
June 22, 2023

Corporate Responsibility at Cummins



*“While some still argue that business has no social responsibility, we believe that our survival in the very long run is as dependent upon **responsible citizenship in our communities** and in the society, as it is in responsible technological, financial and production performance.”*

~ former CEO J. Irwin Miller



Why TEC?

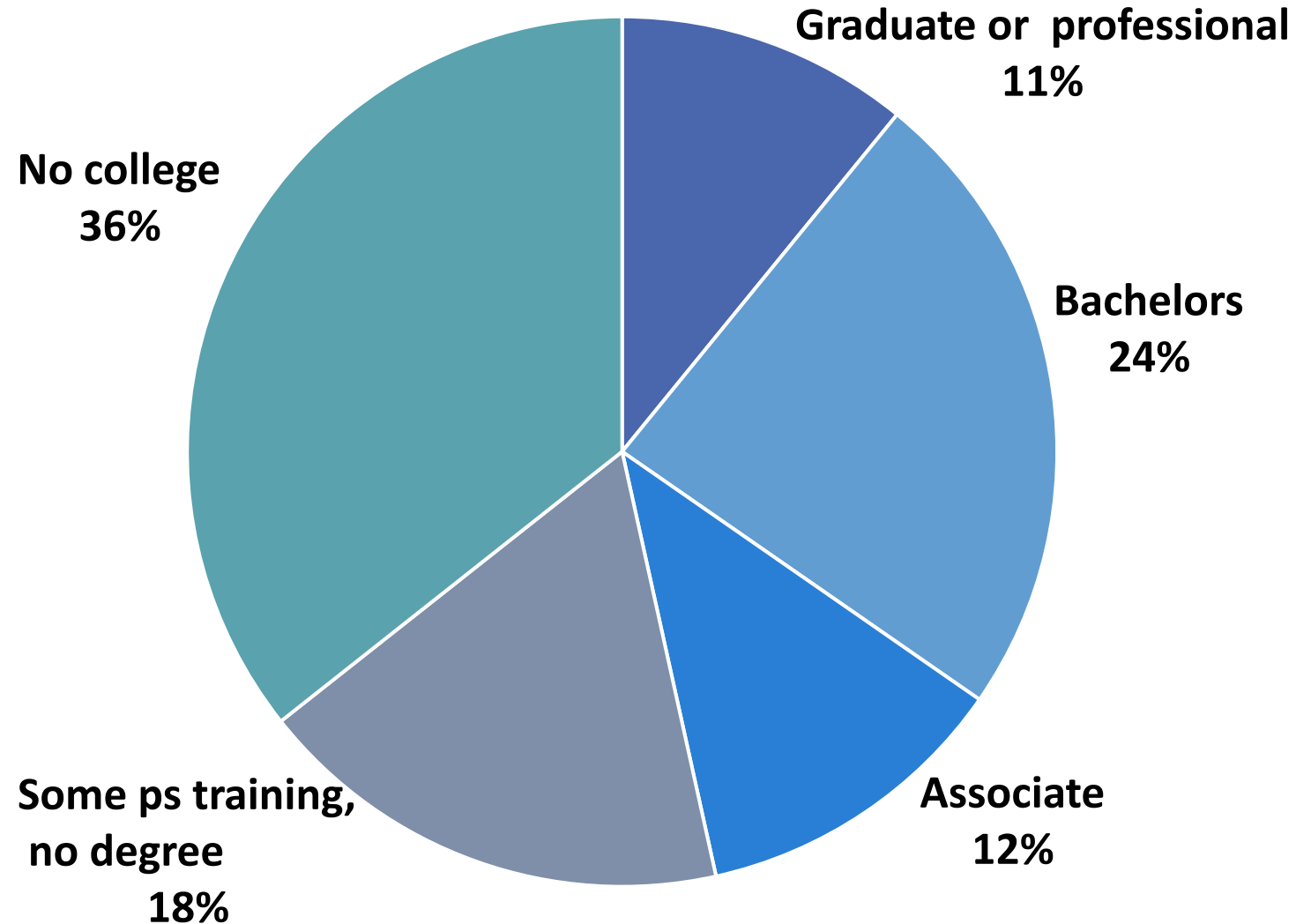
**Communities need
quality skills-based
career education.**

**Employers need
skilled labor.**

**Good paying jobs
help individuals &
communities.**



55 million jobs available; 60% will require postsecondary ed





GOVERNOR'S WORKFORCE CABINET

Prepared for Governor Eric J. Holcomb and the Indiana General Assembly

Recommendations to Tackle Employer Talent Challenges and Accelerate the State's Economy



GLOBAL TEC LOCATIONS

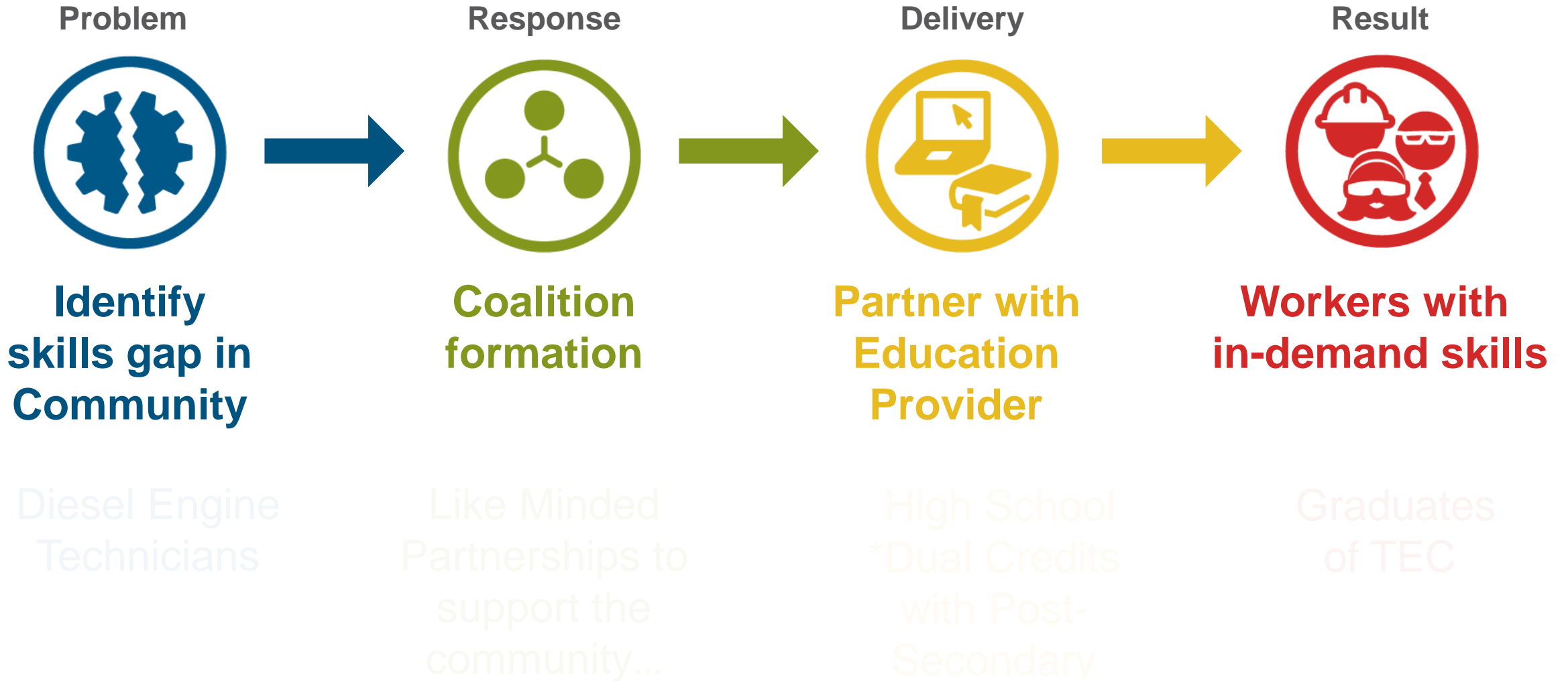
26
sites in
12
countries



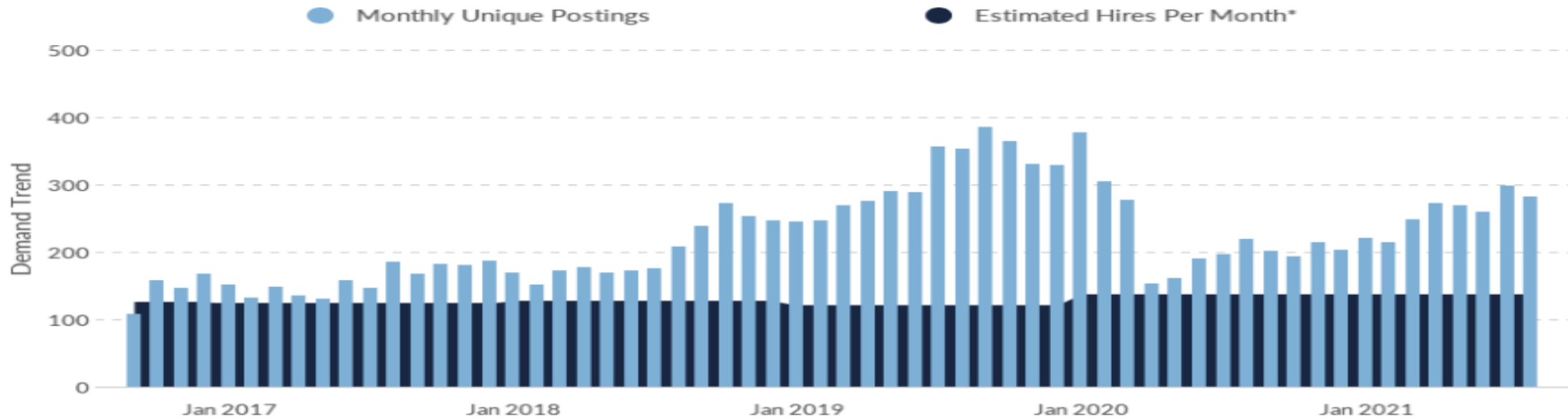
TEC Sites - Curriculum

- Manufacturing (2)
- Service Technician (17)
- Service Tech & Mfg (7)
- Approved sites - coming soon:
- Potential sites under investigation

How TEC Works



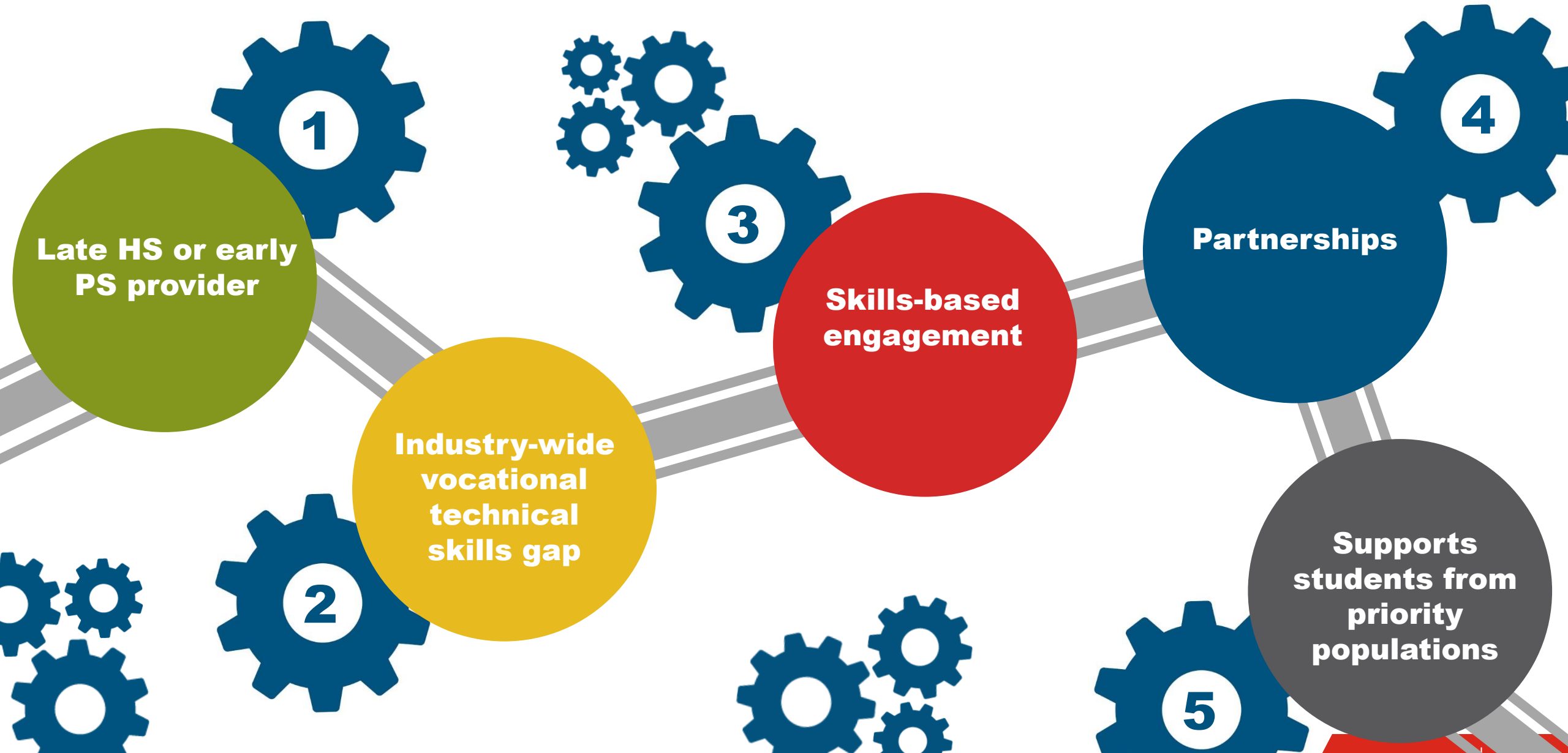
Auto Service Tech: Job Postings vs. Hires



| Occupation | Avg Monthly Postings (Sep 2020 - Aug 2021) | Avg Monthly Hires (Sep 2020 - Aug 2021) |
|--|--|---|
| Automotive Service Technicians and Mechanics | 240 | 137 |

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

What makes a TEC Site?



Five element framework



MARKET
RELEVANT SKILLS

Teach skills that reflect needs of local industry and community.



QUALITY
CURRICULUM

Align with employers', including technical, computer, literacy and durable skills.



EFFECTIVE
TEACHERS

Equip teachers with the knowledge to deliver the technical curriculum to students.



CAREER
GUIDANCE

Provide guidance for career selection and equip students with career navigation skills.



WORKPLACE &
CLASSROOM
LEARNING

Provide students with hands-on experience in addition to classroom experience.

Automotive and Diesel Competencies

Engine Fundamentals Automotive

1. 7212-C-D3.1 Identify tools used for **common** engine repair.
2. 7212-C-D3.2 Describe the major engine operating systems and their function.
3. 7212-C-D3.3 Identify engine configurations.
4. 7212-C-D3.4 Describe engine components and their functions.
5. 7212-C-D3.5 Describe engine lubricants and sealing systems.
6. 7212-C-D3.6 Demonstrate use of precision measuring equipment.
7. 7212-C-D3.7 Describe fasteners and torque requirements and procedures.
8. 7212-C-D3.8 Inspect cylinder long block components and determine needed repairs.
9. 7212-C-D3.9 Properly install camshaft and timing chain(s) and /or belts.
10. 7212-C-D3.10 Disassemble and reassemble engines to industry standards.
11. 7212-C-D3.11 R & R engine assembly.
12. 7212-C-D3.12 Attain readiness to take Snap on Torque Electrical Certification exam.
13. 7212-C-D3.13 Attain readiness to take Snap on Torque Mechanical Certification exam.

Engine Fundamentals Diesel

1. 7221.D1.1 Demonstrate proper shop safety practices while overhauling and repairing engines.
2. 7221.D1.2 Identify tools **and equipment** used in engine repair.
3. 7221.D1.3 Inspect and determine serviceability of cylinder head according to manufacturer specifications.
4. 7221.D1.4 Inspect and determine serviceability of cylinder block according to recommended manufacturer specifications.
5. 7221.D1.5 Adjust or measure valve and engine brake clearance.
6. 7221.D1.6 Install camshaft according to manufacturer specifications.
7. 7221.D1.7 Inspect connecting rods and pistons.
8. 7221.D1.8 Measure the crankshaft and determine serviceability.
9. 7221.D1.9 Diagnose and or repair of the oil lubrication system.
10. 7221.D1.10 Install piston rings according to manufacturer specifications.
11. 7221.D1.11 Install connecting rod and main bearings according to manufacturer specifications.
12. 7221.D1.12 Assemble engine according to industry standards.
13. 7221.D1.13 Time camshaft and components to manufacturer specifications.
14. 7221.D1.14 Inspect cooling system and components for needed repair.
15. 7221.D1.15 Perform injector replacement procedures.
16. 7221.D1.16 Remove and reinstall the cylinder liner and check and adjust protrusion.
17. 7221.D1.17 Clean engine procedures

International Youth Foundation (IYF) Passport to Success Training

IYF's Life Skills Framework



*Under development





TEC

Technical Education
for Communities

Community Partners

ARSENAL TECH



COX AUTOMOTIVE
MOBILITY / FLEET SERVICES



IndyGo SM



Allison
Transmission



PALMER TRUCKS
ON THE ROAD SINCE 1965

Employ[★]Indy



AAG
AUTOMOTIVE APPRENTICESHIP GROUP



DWD
INDIANA DEPARTMENT OF
WORKFORCE
DEVELOPMENT

FLEETEC
ACADEMY



INDIANA COMMISSION FOR
HIGHER EDUCATION

Role of industrial partners



- On the job training, career exploration internships
- Hire graduates



- Employees share their career paths with students.
- Provide feedback for graduates.
- Donate time, talent and resources



- Subject Matter Experts Support Teachers' Training.
- Advise on curriculum content and future industry needs.



- Engage with local government, school administration and economic development boards

Arsenal Technical High School Automotive and TEC Partners Meeting



Benefits to employers



FIRST ACCESS

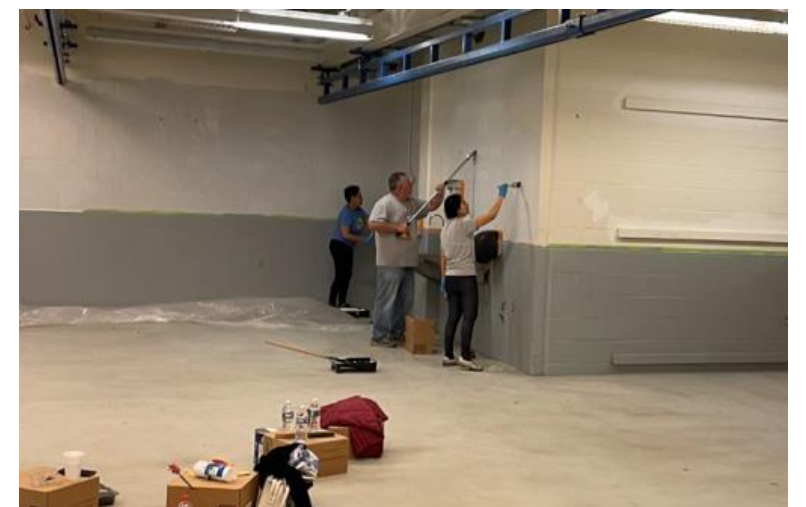


**CURRICULUM
GUIDANCE**



**BRAND
AWARENESS**

Getting Started at ATHS



After 360 View



Ready for Opening Celebration



TEC Certificate of Completion



OUTCOME METRICS

TEC Impact to Date

3200+

Graduates

26

Locations

12

Countries

Employer Feedback

99%

Employers recommend the hiring of TEC graduates

11.2%

Female Graduates

72%

Graduates find a relevant job within 6 months

11%

Graduates continue their education after TEC

91%

Employers say that TEC graduates meet the expectations of their business

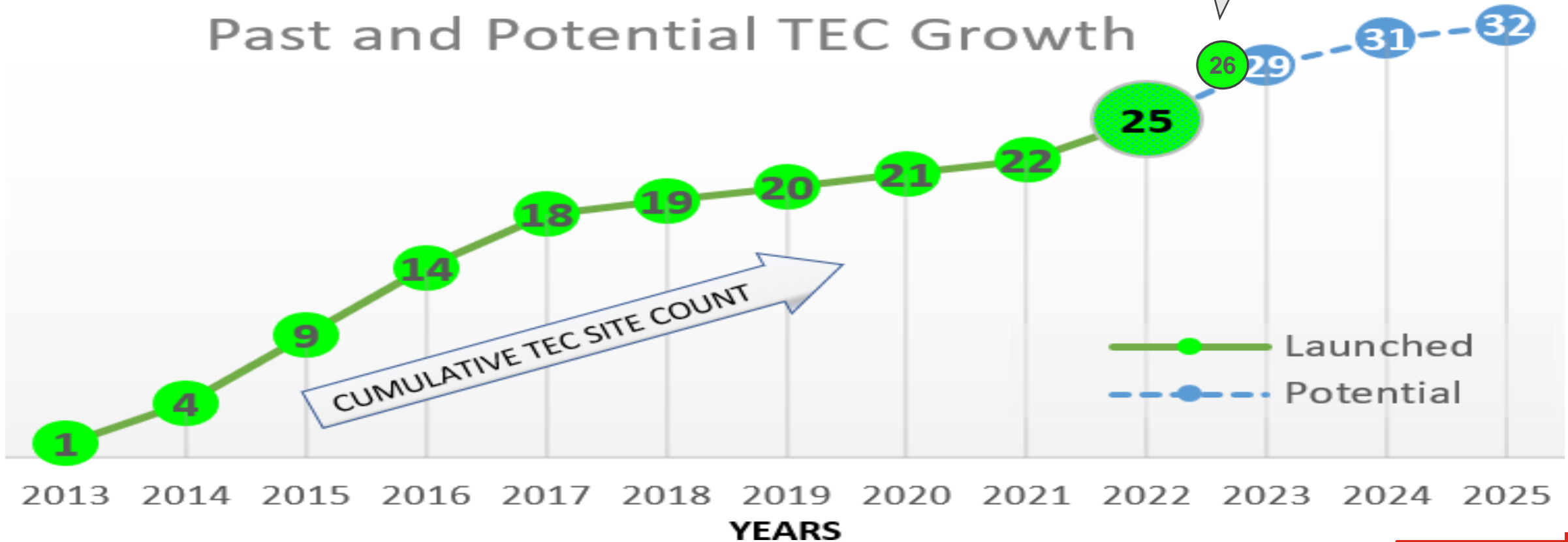
Future of TEC

- Embed ASE certification into curriculum
- Map TEC curriculum to PS credential
- Renewable and electric energy



Technical Education
For Communities

Past and Potential TEC Growth



Indianapolis Arsenal Tech

Questions?

Contact:

Danette Howard

Danette.howard@cummins.com