

Skills Pyramid for High-Performance Manufacturing

The Skills Pyramid* was developed to reflect the necessary skills for entry-level workers across all manufacturing sectors in a high-performance workplace. It represents areas of agreement among the nation's largest manufacturing trade associations and is intended to provide a common language among stakeholders:

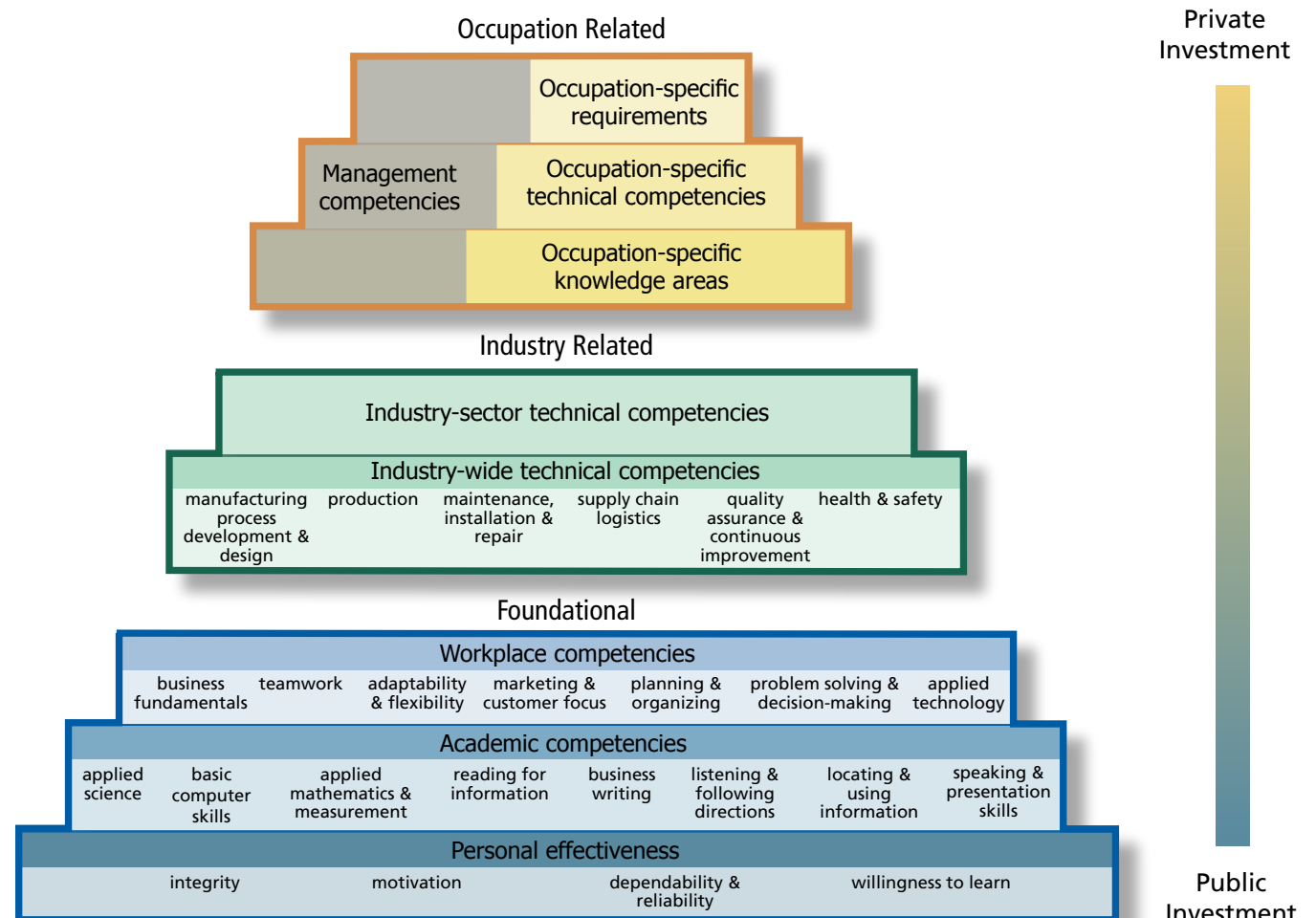
- **Industry** needs a standardized set of foundational skills so they know they are hiring workers who are prepared to succeed in 21st century manufacturing.
- **Prospective workers**—young people, low-skill incumbent workers or career changers—want to know what skills they need to take the first step toward a successful manufacturing career.
- **Education and training providers** need to know what competencies are directly relevant to high-performance industry to build effective programs and design relevant curriculum.
- **The public workforce system** needs to know that the training programs they support are producing workers who will enter the workforce or advance in employment.

The Skills Pyramid shows nine tiers, including management competencies, representing the skills, knowledge and abilities essential for successful performance in a 21st century high-performance manufacturing workplace. The tiers are organized into three sets of “building blocks,”—foundational, industry related and occupation related—that represent the increasing levels of specificity and specialization. The foundational competencies represent what *all* workers in a modern high-performance manufacturing environment need to know and be able to do.

This Skills Pyramid can be used as an important **standardized starting point** for conversation among

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stakeholders about workforce skill needs and the roles and responsibilities of various partners in addressing those needs. The competencies on the Skills Pyramid are intended to be further customized to reflect the requirements of different sectoral and regional workplace requirements.

* The Skills Pyramid is based on the Advanced Manufacturing Competency Model developed by the Department of Labor in partnership with major manufacturing organizations. For more information and details on the Skills Pyramid, including definitions and a listing of competencies in each category, visit www.careeronestop.org/competencymodel.

Have comments on the Strategy Model and Skills Pyramid? Visit OregonManufacturing.org/contact. Enter “Strategy Model” in the subject line.