



Pathway Systems: Connecting Industry and Education

Toyota and Gibson County Schools Team Up to Build Manufacturing Academy



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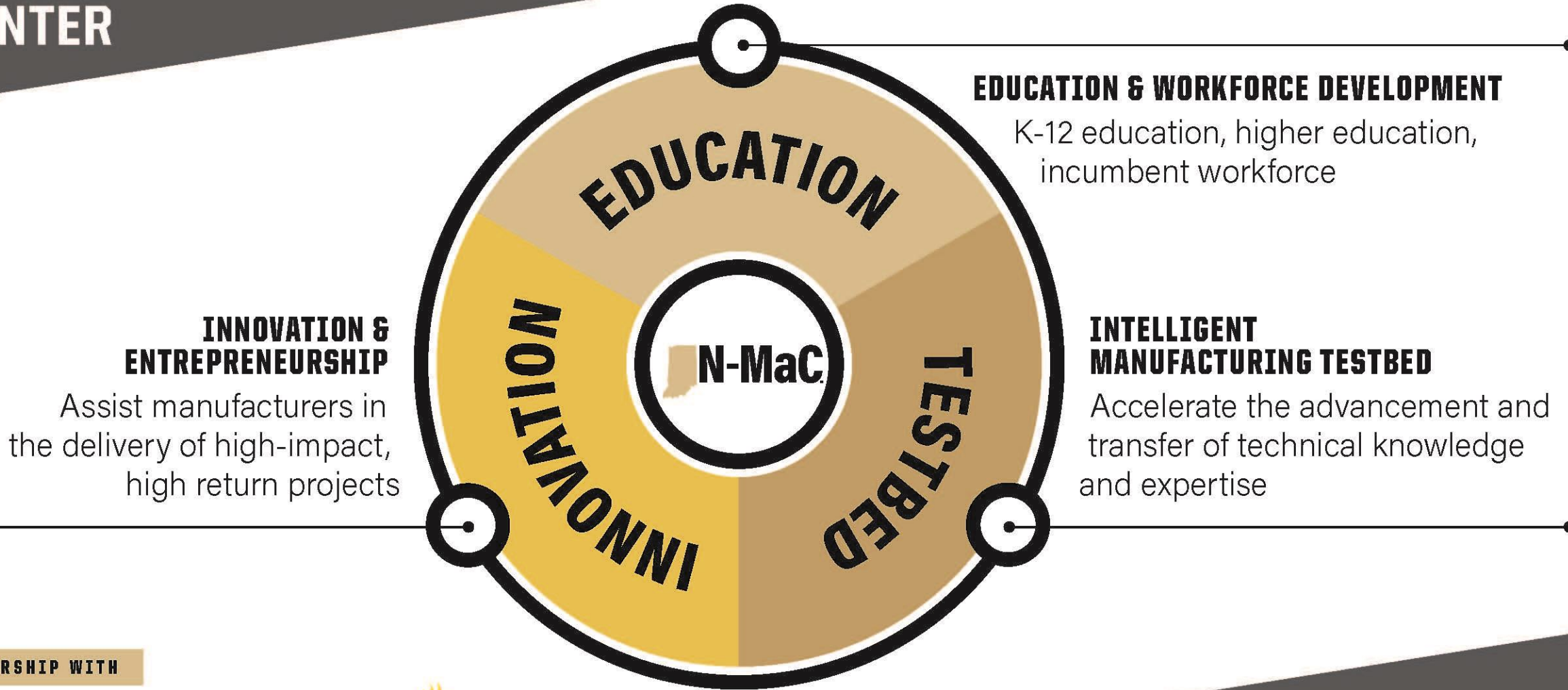


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INDIANA MANUFACTURING COMPETITIVENESS CENTER



IN PARTNERSHIP WITH





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Princeton, Indiana may be small, but to us, it's huge. It's home to Toyota Motor Manufacturing, Indiana, Inc., where over 7,000 Toyota team members assemble Toyota's rugged Sequoia and Highlander/Highlander Hybrid SUVs, and the popular family minivan: the Sienna. What's more, all across Indiana, thousands more people are employed at our supplier companies, so, all things considered, our investment in Princeton and the state is anything but small: more than \$4.317 billion and growing!

Gibson County Schools



North Gibson School Corporation
Princeton High School
Students: 1,986



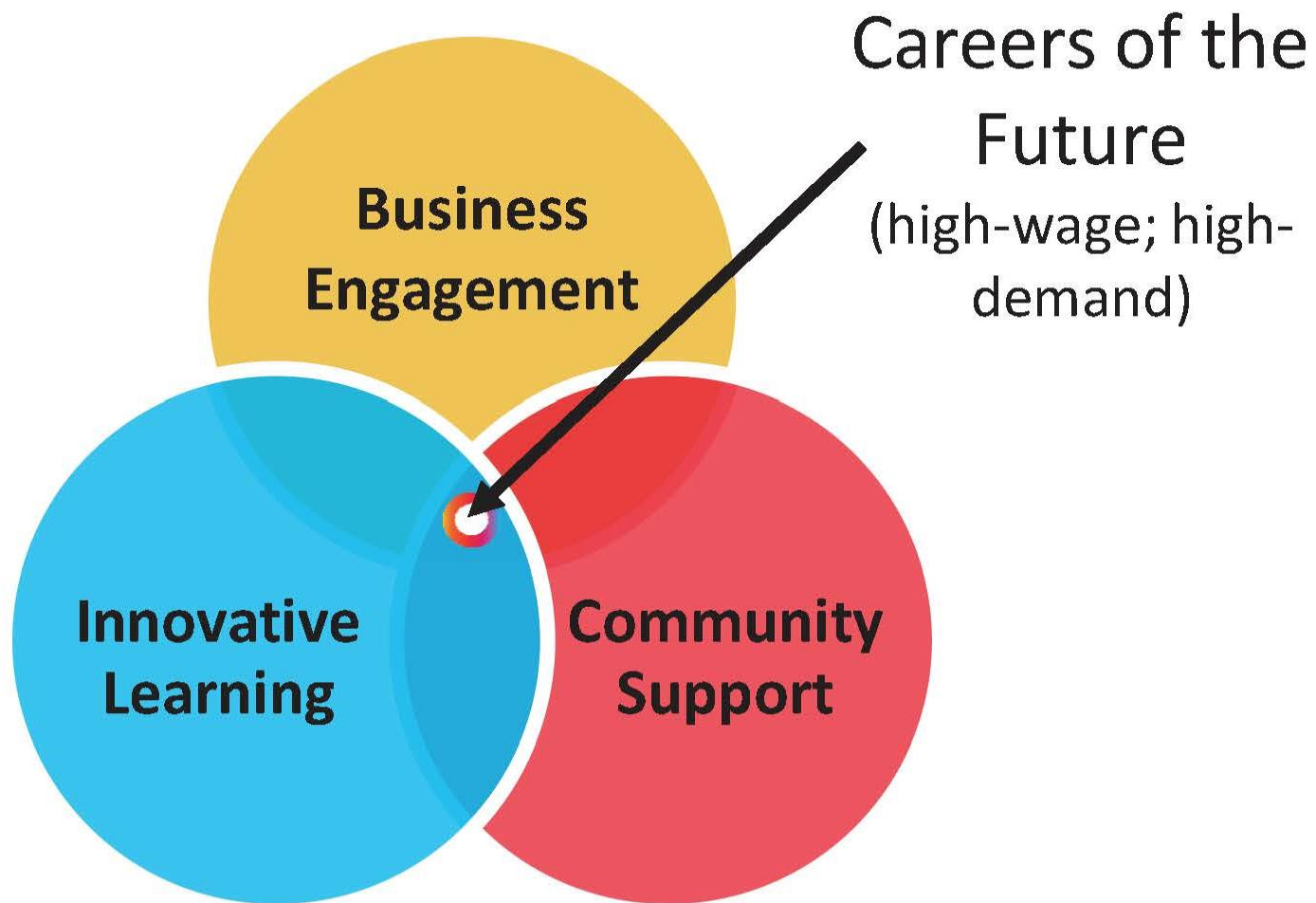
East Gibson School Corporation
Wood Memorial High School
Students: 807



South Gibson School Corporation
Gibson Southern High School
Students: 2,087



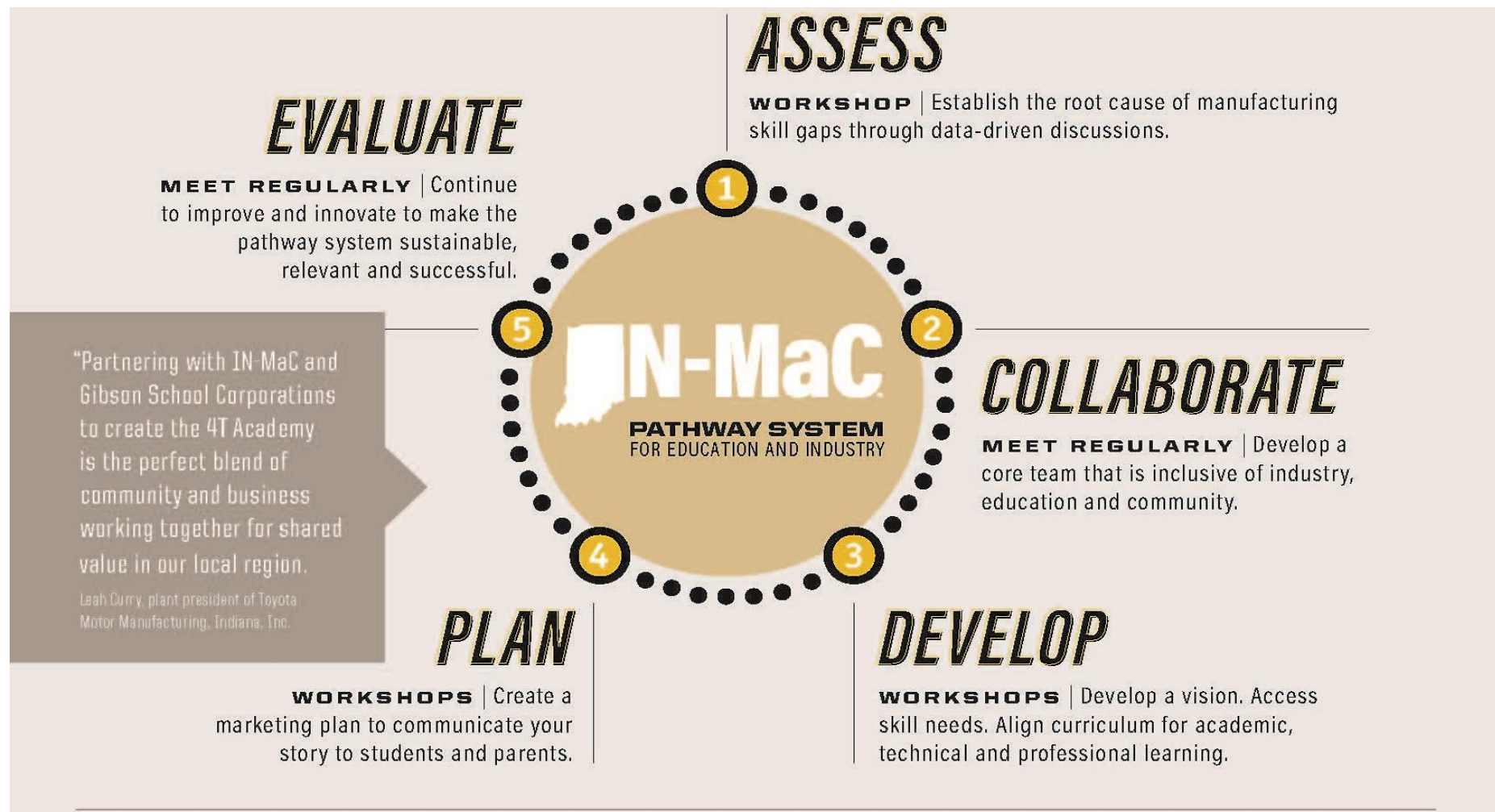
WHY Pathway Systems?



A PATHWAYS SYSTEM is about the coordination of people, assets, and resources. Aligning industry needs with K-12 and postsecondary education systems by promoting innovative models with embedded work-based and project-based learning, internships, and integrated professional skills.



At IN-MaC, we provide leadership and equity of voice when exploring career pathway systems that support relevant hands-on learning for students to acquire the academic, technical, and professional skills needed for today's workforce.



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The background image shows a group of students in a classroom. In the foreground, a young man with curly hair and glasses is looking to the right. Behind him, another student is partially visible. To the right, a young woman with long dark hair and glasses is also looking to the right. The image has a warm, slightly desaturated color palette. Overlaid on the left side is a large, stylized letter 'U' composed of thick, rounded lines in shades of blue, purple, and orange. The text 'MISSION' is positioned on the right side, and a descriptive paragraph is at the bottom right.

MISSION

To provide students an innovative education experience that couples hands-on learning with on-the-job training, while preparing for a successful and rewarding career.

A FUTURE OF LEARNING

Innovative programs—like 4T—are vital to the success of our students, community and future workforce.



ACADEMIC

High schools will be **graded on student performance** after graduation with **new completion requirements**.



COMMUNITY

Regionally, 68% of students enroll in college, but **only 38% complete**. That coupled with a 2.5% unemployment rate creates many opportunities for change.

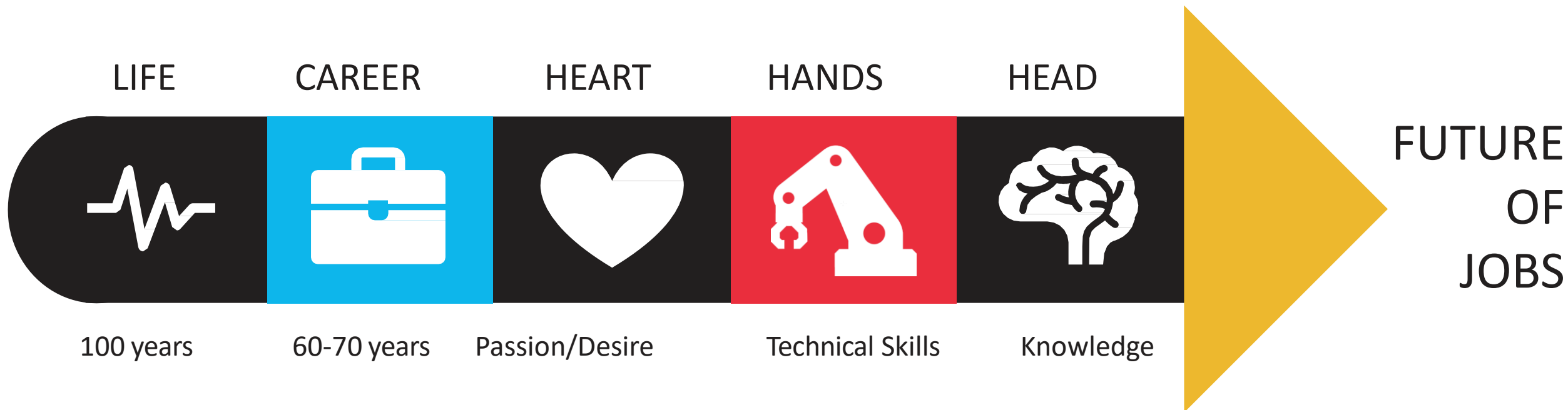


WORKFORCE

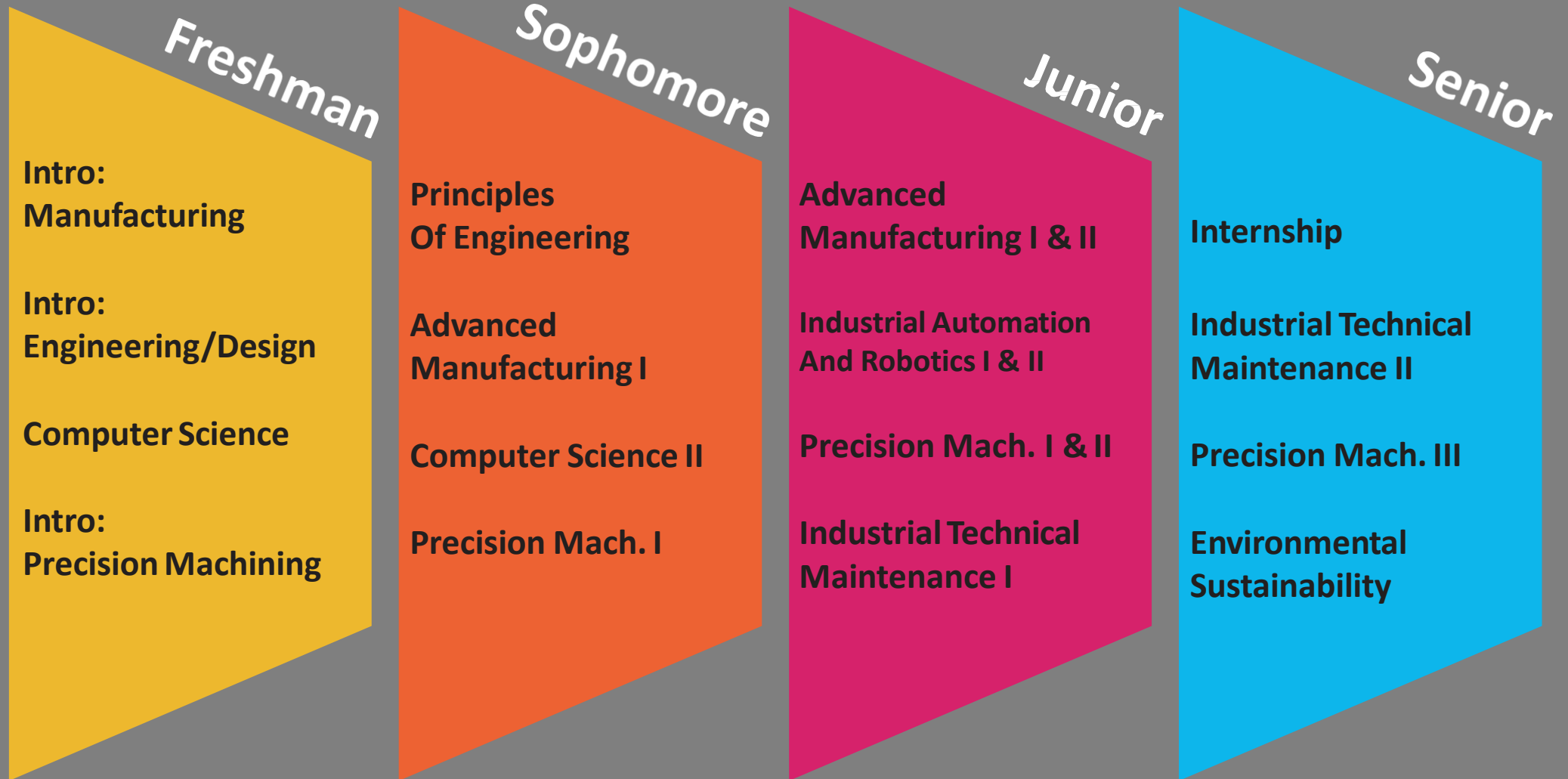
A growing **need for basic technical knowledge** and soft skills leave a **future workforce unprepared**.

FUTURE OF JOBS

A shift in job focus means employers and employees will need to adapt and better prepare for the future.



4T CURRICULUM



*All students will receive general education/Core 40 courses in addition to the above electives. Schedules may vary per high school.

Indiana Department of Education Academic Standards Content Framework

<https://www.doe.in.gov/standards/cte-engineering-and-technology>

Instructor with follow the CTE: Engineering and Technology Standards

- Advanced Manufacturing I
- Advanced Manufacturing II



4T Manufacturing Academy Employability Skills Plan

Freshman

Sophomore

Junior

Senior

Professional Skills

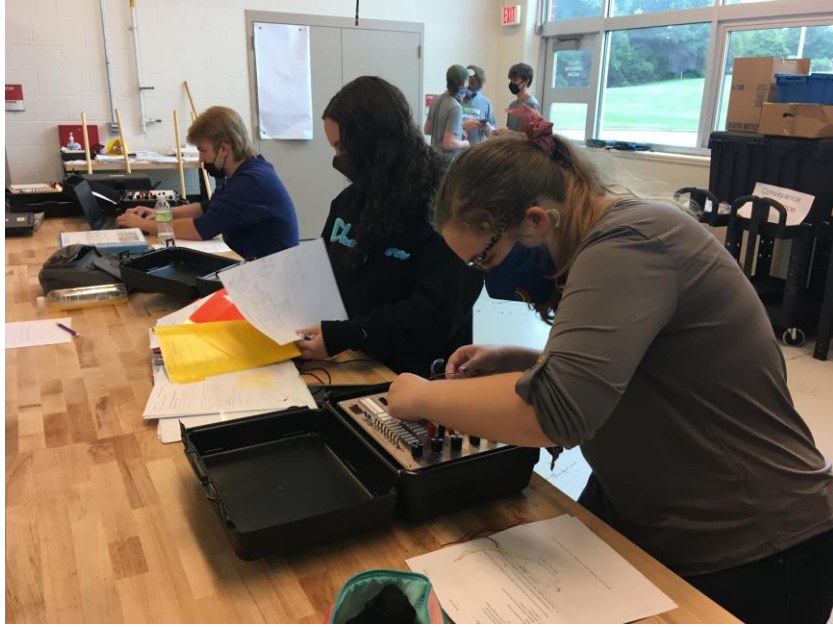
<u>Lifelong Learning:</u> Demonstrate willingness to work and learn, and continually apply new knowledge.	<u>Self-Confidence:</u> Possess belief in own ability to succeed and assert self when necessary.	<u>Lifelong Learning:</u> Demonstrate willingness to work and learn, and continually apply new knowledge.	<u>Self-Confidence:</u> Possess belief in own ability to succeed and assert self when necessary.
<u>Self Discipline:</u> Demonstrate self-control and behave in accordance with rules with minimal direction. <u>Adaptability:</u> Manage transitions and adjust to changing situations and responsibilities.	<u>Independence:</u> Successfully carry out expectations with minimal supervision. <u>Integrity:</u> Act in a trustworthy and honest manner.	<u>Perseverance:</u> Demonstrate endurance, and capacity to complete tasks. <u>Time Management:</u> Plan and organize long and short-term goals while understanding how to balance school, home, and community activities.	<u>Professionalism:</u> Demonstrate skills and behaviors appropriate for school and work environments.
<u>Effective Communication:</u> Apply skills to clearly, effectively, and convincingly express ideas and messages to others appropriate to the environment.	<u>Aptitude Awareness:</u> Identify and communicate individual interests and skills that align related coursework and experiences to potential career paths and to in-demand occupations. <u>Initiative:</u> Apply self-motivation and self-direction to work and learning.	<u>Decision-Making:</u> Utilize critical thinking skills and perspectives of others to make informed decisions based on options, rewards, risks, limits, and goals. <u>Attention to Detail:</u> Achieve thoroughness and accuracy when accomplishing a task.	<u>Problem Solving:</u> Apply critical and creative thinking skills to resolve problems.
<u>Regulation:</u> Recognize and manage one's emotions.	<u>Connection:</u> Demonstrate the ability to network with others through social awareness and cultural sensitivity.	<u>Collaboration:</u> Work well with others in a team.	TMMI Culture Training

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U changing potential into power

4T Academy/ Princeton H.S. Campus



4T Manufacturing Academy Toyota Training Plan



Freshman

Sophomore

Junior

Senior

Year 1

Core Courses

(4x per year for 2.5 hours)

Toyota Way

Toyota History

Safety/ Hazards Training

Year 2

Core Courses

(4x per year for 2.5 hours)

STW part1

Professionalism

5s Culture

TPS-intro

QC Intro

Year 3

Core Courses

(1x per week for 2.5 hours)

A-HA

TPS

STW Part 2/Tanagram

QC 8 steps

Tool Training

Year 4

Core Courses

(1st semester: 2x per/wk for 2.5 hours)

(2nd semester: 4x per/wk for 2.5 hours)

Required Fundamental Skills
for assigned area

OJT (lineside training 1st
semester)

Problem Solving Activity

Production Work (2nd
semester)





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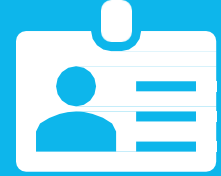
Toyota Plant
Tours



Toyota
Culture
Training



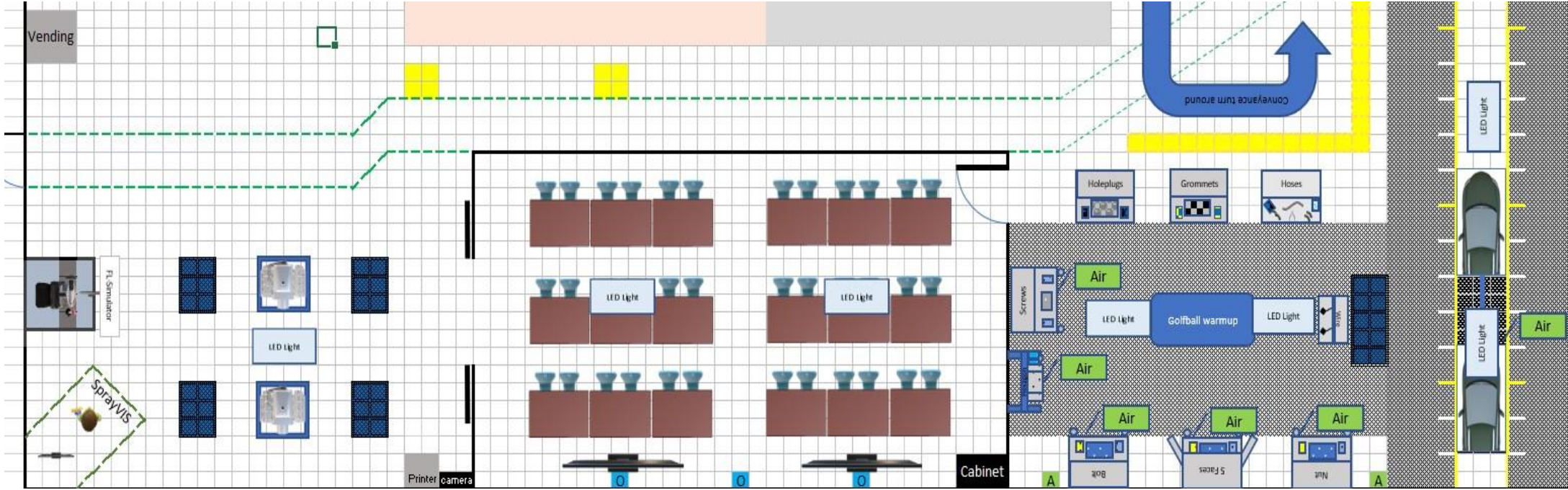
Toyota
Core
Training



Paid
Internship

HANDS-ON LEARNING

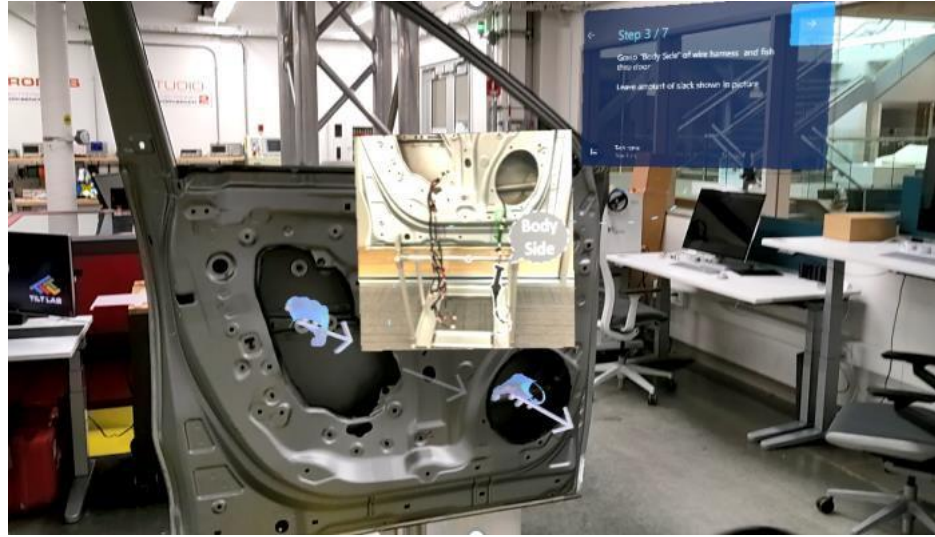
Toyota Campus Area Layout



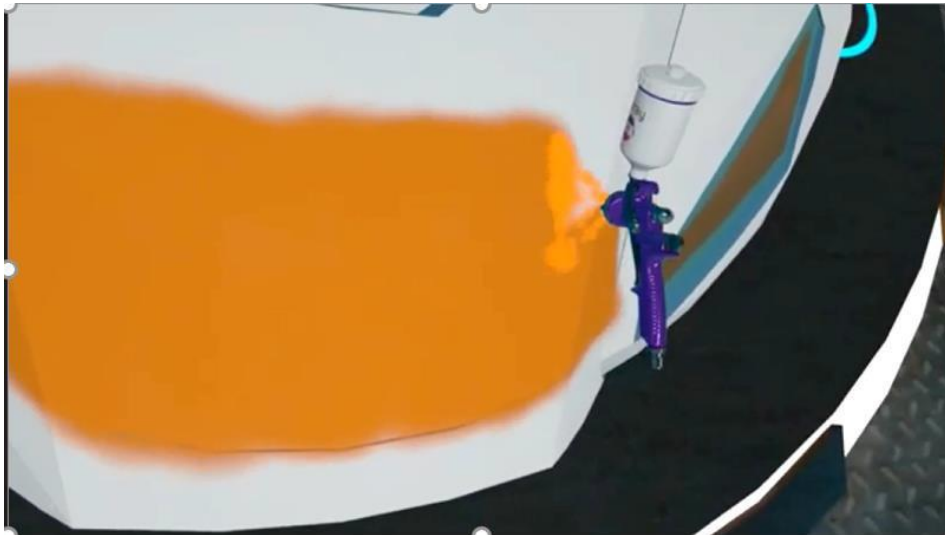
4T Academy/ Toyota Campus



Virtual training/ Augmented Reality



Augmented Reality



Virtual Reality

Tool Training



Moving Line/ Trainer



Challenges and Barriers

- 3 School Corporations
 - Varied academic courses/teachers to teach prerequisite courses
 - Streamlining the money and equipment
 - Culture and territory
 - Autonomy
- Where to house the academy
 - Equipment, costs, teach
- Alignment of schedules
 - School to school
 - Transportation
 - 4T Academy with TMMI onsite training





4T Measurable Outcomes

Key Performance Indicators (KPI'S)

- Placement after high school
- Enrollment into program vs. completion of program
- Retention within the program and when manufacturing partners direct hire
- Percent hired by manufacturing partners
- Promotion rate
- Diversity of program including enrollment, completion, direct hire placement, and promotion

Sustainability

- Equipment is a one time cost; TMMI and schools will pay for maintenance
- Director/Instructor salaries
 - Years 1 & 2 these costs are covered by the Toyota Indiana Grant
 - Moving forward North Gibson School Corporation will cover
- College curriculum and credentials are free
- Student wages would be paid by manufacturing partners
- Advertising would be paid by manufacturing partners
- When ownership group is determined (2021), they would do the fundraising for the program
- Continuing education opportunities and career paths

Marketing Plan & Counseling Students



- Counselors are key to the success of this program, creating awareness
 - Strategic engagement females, people of color, at-risk or under privileged youth
 - Understanding the audiences: Students, Parents, and Educators
- Invite students and parents to an information session and tour the plant
- Community outreach events
- Toyota professionals visiting the schools, giving presentations, and partnering with teachers for hands-on relevant projects
- Student selection and application process
- Satellite programs and the method of expansion

4T Current Enrollment: As of August 31, 2020

	Seniors	Juniors
Gibson Southern	16	8
Wood Memorial	4	6
Princeton	<u>11</u>	<u>10</u>
Total Enrollment	31	24

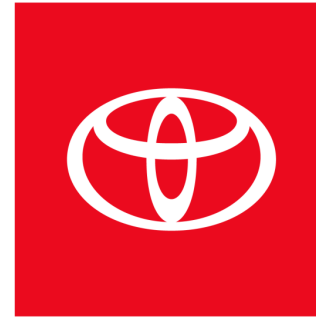


How is this funded?

- School District Tuition Transfer: All school corporation's participating in the academy agree to pay transfer tuition to North Gibson School Corporation for students who attend the academy. North Gibson School Corporation will use Form 515 to bill the transfer tuition to each school corporation upon the completion of each school year.
- Toyota Funding: After the pathway process was complete, Toyota Indiana awarded \$1 million, over a four year period, to support equipment, training, credential cost, curriculum, etc.



Questions



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