

# OUR WORKFORCE IS THE KEY TO MAINTAINING THE COMPETITIVENESS OF CANADA'S MANUFACTURING INDUSTRY IN A CHANGING AND UNCERTAIN WORLD.

The Pay for Performance in Manufacturing project will pilot test the feasibility and effectiveness of a new funding model to support investments in the Excellence in Manufacturing Consortium's innovative Manufacturing Essential Certification (MEC) program. The model will encourage investment, reward success, and improve our workers' skills.

## HOW MUCH DOES IT PAY?

EMC will reimburse up to 70% of training costs, provided program outcomes are achieved. Cost of training is \$3,000 per participant.

$\$3,000 \times 70\% = \$2,100$  maximum reimbursement

## WHAT PROGRAM OUTCOMES NEED TO BE ACHIEVED?

We have worked closely with employers in the manufacturing sector to select outcomes that were relevant, measurable, and meaningful. The PFP model pays employers when they achieve three program outcomes.

1. Participant Certification - Whether a participant has met all program requirements to receive their certification
2. Participant Skill Gains - Participants only need to improve their skills in one of four MEC Core Competencies which are:



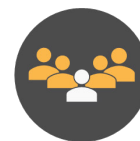
Effective Communication Skills



Problem Solving Skills



Teamwork & Collaboration Skills



Leadership Skills

3. Workplace Performance Support - Employers have an important role to play in supporting participant's success and are expected to support participants throughout their Workplace Performance Project (WPP). This may include actions such as providing guidance on choosing a project that will bring Return on Investment to their workplace or providing participants with sufficient time to work on their project during the workday.

### For additional information:

**Lisa Steudle | Project Coordinator**

Excellence in Manufacturing Consortium  
lsteudle@emccanada.org 1-866-323-4362