UPS, Metropolitan College, and Public-Private Partnership

Presented by: Nick D’Andrea
Director, State Government Affairs, UPS
Agenda

1. Worldport and the Need for Student Workers

2. School to Work

3. Metropolitan College
What Worldport Means to UPS

• Worldport is the largest fully automated package handling facility in the world. The operation currently turns over approximately 130 aircraft daily, processing an average of 1.6 million packages a day with a record of nearly 5 million packages processed on Peak Day 2013.
• 5,200,000 sq. ft. (90 football fields)
• 416,000 packages per hour
• 155 miles of conveyor belts
• Packages typically only touched twice
• Average of 13 minutes for a package to flow through the system
The UPS School-to-Work Program is:

- A co-op program open to high school seniors
- Enables the students to complete high school, work part-time at UPS and gain up to 6 credit hours toward college
- Incorporates school-based learning with work-based learning
The Challenges

• UPS planned major expansion of the Next Day Air hub in Louisville
• Needed to recruit and maintain large number of part-time employees to staff the expansion while stabilizing the existing workforce
• City, county and state realized economic need to retain UPS and increase educational attainment of citizens
• UPS realized the benefit of having college students as workers
The Solution: Metropolitan College

• Creative solution to increasing educational attainment levels and decreasing financial barriers to post-secondary education

• Metropolitan College is a workforce, education and economic development partnership:
  – UPS
  – Jefferson Community and Technical College
  – University of Louisville
  – Commonwealth of Kentucky
  – Louisville Metro Government
Partner Educational Institutions

- University of Louisville
  - Baccalaureate degrees (selective admission)

- Jefferson Community & Technical College
  - Certificates and Diplomas
  - Remedial education
  - Associate Degrees and first 2 years of Baccalaureate degree (open admission)
Metropolitan College Funding

50%
Tuition & Book reimbursement match funded by Kentucky income tax credit to UPS

100%
Campus support and infrastructure cost is funded by:
  - Louisville Metro Government
  - University of Louisville
  - Jefferson Community and Technical College

50%
Tuition & books funded by UPS

100%
Academic bonuses funded by UPS
Metropolitan College Benefits

- Career Services
- Student Support
- Tuition
- Textbooks
- Academic Bonus
- Work Support
- Work
Metropolitan College Benefits

15 – 18 hours per week, Next Day Air night shift, $10.10/hr to start, full-time benefits after 1yr
Metropolitan College Benefits

- Work Support
- Student Support
- Tuition
- Academic Bonus
- Textbooks

Reimbursed up to $65 per class
Full in-state tuition deferred, for any major, for course work passed with a “C” or better
Metropolitan College Benefits

- **Work**
  - Semester: $350 – 500
  - Milestone: $600
  - Graduation: $400 - $1,400

- **Metro College Participant**
  - Career Services
  - Student Support
  - Tuition
  - Textbooks
  - Academic Bonus
Metropolitan College Benefits

- Career Services
- Work Support
- Student Support
- Tuition
- Academic Bonus
- Textbooks

Student Development Team provides student support services at partner schools and UPS; Liaison with services on campuses; Liaison with UPS onsite staff
Metropolitan College Benefits

Career Services
Student Support
Tuition
Textbooks
Academic Bonus
Work
Career exploration, planning and placement
CREW Career Center
Metropolitan College Benefits

On-the-job program participation support at UPS; Liaison with MC Student Development Team
The Impact of Metropolitan College
112 of 120 counties have had participants in Metropolitan College
Increased Employee Retention

- Pre-Metro College: 8 Weeks
- Non-Metro College Employee: 63 Weeks
- Metro College Participant: 152 Weeks
Retention of MC UPS Employees Compared with Non-MC UPS Employees

Percent

MC UPS
Non-MC UPS

Retention of MC UPS Employees Compared with Non-MC UPS Employees

- 1997: 45%
- 1998: 93%
- 1999: 93%
- 2000: 81%
- 2001: 79%
- 2002: 83%
- 2003: 82%
- 2004: 91%
- 2005: 88%
- 2006: 86%
- 2007: 87%
- 2008: 85%
- 2009: 88%
- 2010: 92%
- 2011: 92%
- 2012: 90%
- 2013: 89%

Percent


MC UPS
Non-MC UPS
Metropolitan College and Academic Achievement
Metropolitan College Academic Achievement

PERCENTAGE OF PARTICIPANTS BY SCHOOL

Jefferson Community & Technical College
University of Louisville
Graduation Results
Cumulative Totals

Certificates
Cumulative Number of Recipients: 648
Cumulative Number of Credentials Earned: 1392

Associate Degrees and Diplomas
Cumulative Number of Recipients: 1196
Cumulative Number of Credentials Earned: 1309

Bachelor Degrees
Cumulative Number of Recipients: 2011
Cumulative Number of Credentials Earned: 2110

Masters or Other Advanced Degree
Cumulative Number of Recipients: 262
Cumulative Number of Credentials Earned: 275
Summary

• Retain talent within the state = Return On Investment

• Economic Development tool- PUBLIC-PRIVATE PARTNERSHIP

• Helps UPS attain a workforce in a competitive environment
Questions?