**MJSP Funded Projects**

**June 13, 2022**

|  |  |  |  |
| --- | --- | --- | --- |
| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka-Ramsey Community College/Anoka Technical College | Wilson Tool International Inc. | $49,767 | Partnership |
| Wilson Tool, located in White Bear Lake, MN, is the largest independent manufacture of tooling systems for punch presses, press brakes (and punch), and die components for the metal stamping, punching, and bending industries. Wilson Tool, which currently has 544 employees, is facing significant turnover in its Leadership and Senior Leadership ranks. They have identified approximately 70 key positions that will experience a generational turnover over during the next five years, including fifteen Senior positions which will need new leadership in the coming months. Wilson Tool anticipates this loss of leadership expertise and realizes that it needs to take steps to mitigate and minimize the loss of its institutional memory across its leadership ranks which, historically, has been key to its success. ARCC/ATC will adapt educational materials and delivery methods from its leadership training portfolio to address Wilson Tool’s need to transition the executive leadership of the company. Training topics will include Executive Succession Training, Transitional Readiness Training, Individualized Transition Training, and Financial Acumen for Leaders. Wilson Tool and ARCC believe that this training will help diversify their leadership team as Wilson Tool intends to target women and people of color for future leadership positions as part of their succession planning and their new corporate-wide Leadership Transition initiative.Contact: Matthew Salo, Anoka-Ramsey Community College, 763-422-6116 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Riverland Community College | EDF Renewables | $49,754 | Partnership |
| EDF Renewables (EDF) is a market leading independent power producer and service provider with 35 years of experience. Located in Minneapolis, EDF delivers results to utilities, commercial and industrial, and corporate purchasers through the procurement of renewable energy, and develops, builds, and operates renewable power plants. EDF focuses on operation and maintenance as a key part of its work to deliver long-term support and optimize asset performance. Their mission is to lead the transition to a sustainable energy future. The company, which currently has 92 employees in Minnesota, is struggling to find qualified individuals to fill positions. EDF is dedicated to attracting and retaining a diverse workforce; however, the lack of credentialing program somewhat limits the company’s capacity to compete with other wind organizations. In partnership with Riverland CC, the company would like to develop a Global Wind Organization (GWO) certified training program that will provide workers with the needed skills and encourage a wide variety of applicants, including women and people of color. EDF also recognizes the importance of GWO certification as RFPs for operations and maintenance providers increasingly request GWO certification. Through this project, three new GWO basic technical training courses in the areas of maintenance, electrical, and hydraulics will be developed and delivered to 60 new hires, and Riverland CC will become a GWO certified training provider for the region.Contact: Peggy Young, Riverland Community College, 507-433-0602 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Saint Paul College | Mathias Die Company, Inc. | $36,999 | Partnership |
| Mathias Die Company, located in South Saint Paul, is a custom manufacture of tools, tooling solutions, die storage racks, and tool repairs. Mathias Die Company often utilizes employees on cross-team manufacturing projects. This requires a myriad of skills in multiple manufacturing domains. The company currently has 65 employees and has identified six long-term employees that will be trained in more advanced production and manufacturing skills to ensure product quality and cross-team collaboration. In-house training is required due to the difficulty in finding these high-level manufacturing skills in the general public. The selected employees will receive training in two Computer Numerical Control (CNC) courses as well as a Computer Aided Manufacturing (CAM) course. The training will build upon training provided under a previous grant that ended in 2020. It is anticipated that this training program will include 96 hours of hands-on training and 24 hours of online training. Mathias Die plans to use this training program to entice future hires while also serving as a powerful retention tool for current employees.Contact: Andrew Hamilton, Saint Paul College, 651-846-1438 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka-Ramsey Community College/Anoka Technical College | Sportech Inc. | $351,309 | Partnership  |
| Sportech Inc., located in Elk River, is a plastics thermoforming company that produces recreational and utility products. The company currently employs 387 full-time workers and 200 temporary staff. An increase in demand and the addition of a new manufacturing facility has produced the need to train new workers while also retraining the existing Sportech workforce. Current turnover rates create a hiring cycle that is difficult to maintain during a time when labor is scarce. Sportech seeks to improve worker retention during a time of expansion for the company; internal reviews suggest that this can be done by improving work conditions, creating an inclusive environment of diverse people across the organization, and through internal employment opportunities including the transition of their temporary workers into permanent employees. In addition, Sportech needs to revamp the internal application of technology and software skills while also fighting potential skill erosion in key manufacturing skills. Sportech has partnered with Anoka-Ramsey Community College to produce ten instructional areas to be addressed over a two-year period. Training will be provided to 587 employees across the different facilities. Training will begin with Intro to Diversity, Equity, & Inclusion. Technical and manufacturing skills training will be provided in the areas of Occupational English, Workplace Security, Agile Project Management, EPICOR, SolidWorks, CREO (3D digital models), Power BI (Microsoft interactive data visualization software), Defect ID & Reduction and Continuous Improvement. Most of the training will be provided through on-site classrooms.Contact: Matthew Salo, Anoka-Ramsey Community College, 763-422-6116 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| MN State University, Mankato |  Truck Bodies & Equipment International, Inc. | $313,165 | Partnership  |
| Truck Bodies & Equipment International, Inc. (TBEI), located in Lake Crystal, is a designer, manufacturer, and installer of medium to heavy duty dump bodies, dump trailers, platforms and truck body accessories for trucks and truck bodies. Currently, TBEI is competing for labor in a tight market in the Mankato area, and, in order to meet production capacity, TBEI understands that they will need to train the available remaining workforce. TBEI believes that the future of manufacturing sits within 3D printing and robotic based production. Therefore, it is believed that the existing workforce at TBEI must be upskilled through advanced manufacturing skills training, and that these skills will produce long-term stable growth. TBEI is partnering with MSU, Mankato to develop a training program focused on Computer Integrated Manufacturing which will include 4 key areas: Six Sigma, Industrial Robotics, Robotic Welding, and 3D Printing. The Six Sigma courses will improve leadership analysis of production problems, benchmarking methods, and stakeholder analysis of manufacturing processes. Industrial Robotics courses will produce hands on experience with a set of robots from the MSU automation lab where trainees will learn how to manipulate and program them. Robotic Welding courses will also produce hands on experience with a robotic welding station that will include safety, welding, and programming training for the production line robots. Lastly, 3D Printing training will introduce workers to 3D printing skills where they make 3D models for the robotics end of arm tool, welding fixtures, and reconfigurable tools to be used in robotic welding.Contact: Tammy Bohlke, Minnesota State University, Mankato, 507.389.2572 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Riverland Community College |  Monogram Meat Snacks | $280,000 |  Partnership |
| Monogram Meat Snacks (MMS), located in Chandler, is a food manufacturer of meat snacks, appetizers, assembled sandwiches, corn dogs, and more. The company, which currently has 427 employees, has experienced setbacks in recruiting and workforce retention while also experiencing an increase in demand for its products. These factors combined with a shrinking economic base and a need for increased production leading to the addition of a new Chomp Line, create a strong impetus for worker training and retention. The workforce at MMS must be retrained and reskilled which includes succession planning for key leadership positions. Line supervisors, department leads, and middle management positions are all expected to retire during the next 5 years and MMS must cover a leadership skills gap to promote employees into these future positions. In addition, with 80% Hispanic employees, language training is needed to address language barriers that are hindering effective communication and team cohesiveness. The proposed training program provides evidence-based competency training in key manufacturing skills, safety training skills, computer skills, and team building skills. Most training will be held in onsite classroom sessions in cooperation with MN West and Riverland Community College. Training topics include several safety courses (OSHA 10, Electrical Safety, Fall Prevention, etc.), MS Office computer training, language training (ESL and Command Spanish), forklift, coaching, communication, team building, X-Ray Cabinet, Chomp Line, wastewater treatment, Lean/Six Sigma, electrical controls, and PLC. In addition to OSHA 10 and forklift certifications, trainees who receive Electrical Controls, PLC, Communication, Team Building and Coaching and Mentoring training will be able to apply for Credit for Prior Learning.Contact: Peggy Young, Riverland Community College, 507-433-0602 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| St. Cloud State University |  St. Cloud Refrigeration Inc (DBA SCR) | $250,000 | Partnership  |
| St. Cloud Refrigeration (SCR), located in St. Cloud, manufactures, and installs refrigeration units for supermarkets, agriculture, cold storage, food processing and so on. SCR currently has divisions throughout Minnesota and the upper Midwest. This large reach produces its own hiring problems; SCR must be able to source and hire skilled HVAC technicians from multiple places in the country. This proves difficult to do during a major labor shortage nationwide. HVAC technicians are in high demand and the growth rate for the field is expected to expand which further compounds difficulty in retaining skilled talent that can be snapped up by competitors. In addition to this, SCR, which has been family-operated by three generations of leaders, wishes to remain a family-owned business, and, as such, leadership development and succession planning will be required. In-house technical training is needed to maintain their competitive edge, improve retention, and to keep up with technological advancements. Training will consist of two primary training tracks: Workforce Development/Employee Engagement and Technical and Operational Skills. Through several different training topics, the first area will focus on recruitment and retention optimization, supervisory skills development, emerging leader development, effective communication, DE&I, and succession planning. The second training track, Technical and Operational Skills, will focus on improving workforce capability across multiple domains including HVAC/R installation, repair, and maintenance; electrical and plumbing skills; general technical skills; and customer service. Training will be delivered using a classroom format combined with on-the-job training experience. Courses will include topics such as blueprint reading, computer classes, plumbing, electrical trouble shooting, HVAC/R training, and more.Contact: Tammy Anhalt-Warner, St. Cloud State University, 320-308-4252 |