**MJSP Funded Projects**

**June 28, 2021**

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Alexandria Tech. & Community College | LGC Douglas Scientific | $39,588 | Partnership |
| LGC Douglas Scientific, located in Alexandria, designs, engineers, manufactures and supports automated laboratory instrumentation and laboratory consumables. Over the past 16 months, the pace of business at their site has dramatically increased as their instruments are being actively used for both COVID-19 screening and vaccine development efforts around the world. Furthermore, since Douglas Scientific was acquired by LGC Genomics of the UK in April 2016, the Alexandria site has seen significant growth in product lines and employee headcounts. To support the continued growth of LGC Douglas Scientific, a comprehensive management development training program is needed to expand the capabilities of the current leadership to lead teams in an organization that is ISO 13485 certified; provide direction to team members to effectively support customers in AgBio, Food Safety, Clinical and Pharmaceutical marketplaces; lead expanded global teams; address the challenges of leading within a rapidly growing biotech company; react swiftly to growth and change opportunities; and attract and retain a diverse workforce to support current and future needs. To address these needs, training will be provided in the following areas: Assessing Personality Profiles, Change Management, Conflict Management & Resolution, Developing Future Leaders, Empathic Leading & Emotional Intelligence, and Leading in a Regulated Environment. Contact: Sandy Larson, Alexandria Technical & Community College, 320-762-4406 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka Ramsey Community College | Kurt Manufacturing | $49,698 | Partnership |
| Kurt Machining is a vertically integrated company consisting of five divisions that provide casting, extruding, machining, manufacturing and assembly of a wide range of close tolerance metal parts and assemblies. The company currently employs around 220 individuals at an inner-city facility located in North Minneapolis. Many of the tools and methods used in the production process require knowledge and use of computers and electronics, which many of their newer employees are lacking. Further, many of their longer-term employees have had limited exposure to electronic based communications tools and software that have become common place in may manufacturing operations. In addition, the company requires the production of precision components which necessitates the ability to measure and calculate. While a previous MJSP grant helped to address base level measurement and calculating skills, it did not address the more specific and advanced levels of training that includes dimensioning and tolerancing. Kurt Machining has determined that nearly all 220 employees need skill development or skill upgrading in four identified areas of training that will focus on electronic based communication skills and skills needed to consistently produce manufacturing products that meet the tolerances and dimension requirements of their customers. The four training areas include Intro to Supply Chain, Supply Chain Communications, Virtual Teams, and Dimensioning & Tolerancing. Training will be conducted at Kurt Machining facilities subject to COVID-19 protocols and will be augmented with work related examples and applications.Contact: Matthew Salo, Anoka-Ramsey Community College, 763-422-6116 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| MN State Community & Technical College | MAHUBE-OTWA Community Action Partnership | $33,780 | Partnership |
| In order to reduce poverty in its community, MAHUBE-OTWA assists low income individuals and families to acquire useful skills and knowledge, gain access to new opportunities and achieve economic self-sufficiency. In this regard, MAHUBE-OTWA seeks to improve the professional skills of their staff to enhance employee engagement in an increasingly technologically complex world. The organization also seeks to build on their Diversity-Equity-Inclusion work by having their staff know themselves well so that they can more confidently embrace the similarities and differences in the target populations that they frequently serve. Lastly, MAHUBE-OTWA seeks to bolster the number of tools and strategies available to their employees to help them in their work of ending poverty. The proposed training will be in two main areas: Leadership/Coaching and Business Technology. The proposed Leadership/Coaching training will include 1:1 coaching sessions with a Growth Mindset focusalong with four Leadership Development sessions in the following areas: Person First, Employee Second; Effective Delegation through Clear Expectations; Building & Leading and Effective Team; and Building a Coaching Plan. The Business Technology training will include OneDrive & File Management, Spam & Phishing; and Microsoft Outlook. Training will be provided through virtual webinars in conjunction with Minnesota State Community and Technical CollegeContact: Amy Hochgraber, MN State Community & Technical College, 218-846-3766 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Century College | Consolidated Precision Products | $159,671 | Partnership |
| Consolidated Precision Products, located in Minneapolis, is a sandcasting foundry that specializes aluminum and magnesium parts for high precision, geometrically complex aerospace systems components and subassemblies. For several years, the manufacturing industry has been facing a growing skills gap. This threatens to impede growth in the manufacturing industry as a whole and the situation leaves companies with the task of hiring and training entry level workers for empty positions. A study by Deloitte and The Manufacturing Institute revealed that manufacturers will need to fill 4.6 million jobs in the next decade, but we only have enough qualified workers to fill less than half of those jobs if more people do not join the industry. Furthermore, the internationally competitive nature of the business requires the hiring and retainment of highly trained individuals dedicated to continuous training and improvement. Consolidated Precision Products is looking to implement a comprehensive training program for 79 employees that will ensure all technicians have a foundational understanding of their jobs. The proposed training program will enable Consolidated Precision Products to create a framework that will develop the workforce now and beyond the program period. In partnership with Consolidated Precision Products, Century College will develop a Maintenance Technician program that will include comprehensive training on manufacturing essentials such as: Mechanical Power Transmission, Industrial Electronics, Boiler Fundamentals, Hydraulic and Pneumatic Components, Compressor Systems, Mechanical and Electronic Actuation Control, and more. This training program will include up to 192 hours of classroom time plus on-the-job training focused on CPP tools, equipment and processes. In addition, Maintenance Managers will receive 144 hours of training that includes management techniques to improve maintenance worker productivity. Training will also be provided in the areas of Robotic Mill Cell, Vibration & Oil Analysis, Leadership, Fostering and Inclusive Environment, Change Management, Emotional Intelligence and Project Management.As a result of the proposed project, Century College will be able to add to its catalog a new series of maintenance-related courses that may be used for other local companies or more broadly across the industry. This broadens the availability of elective options in degree programs for manufacturing. Century College will also be able to build training capacity, improve adult learning in a job field set to have a deep hiring need, and create translatable job skills across the industry.Contact: Katie Swenson, Century College, 651-779-3362 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Century College | Hearthside Food Solutions | $300,000 | Partnership |
| Hearthside Food Solutions is the food industry’s largest contract manufacturer of baked goods and bars, with 39 facilities in North America and Europe. This includes critical locations in Lakeville and Shakopee. Flexibility, innovation, quality, and scale make Hearthside a preferred provider to food companies seeking a competitive edge in snacks and packaging services. There are 4 buildings in Lakeville that handle dry foods such as oatmeal and cereal while the 107,000 square foot Shakopee location handles wrapping of consumer goods. The organization continues to grow even under the economic impact of the COVID-19 virus. However, Hearthside has inventory on-hand stored in their facilities that has been kept for terms longer than 60 days. The pandemic has reduced demand and made moving product difficult. It has also made hiring and retaining skilled technical talent challenging. Hearthside and Century College are going to team up to provide education opportunities for 801 employees (92 new jobs) that provides hands-on training and improves workforce retainment and long-term career growth. The training plan was developed to incorporate and enhance the mission and culture of the Hearthside over the next few years and into the future. A wide variety of topics will be covered during the grant project that will expose key occupations (blender lead, maintenance tech, material handler, operator, and quality tech) to training that will enhance their skills and provide a solid base for internal growth in the company. Food Safety, Maintenance (arc flash welding, boiler, hydraulics, pneumatics, preventive maintenance), and Operator (machine guarding, machine set-up, PLC programming) and Safety training will be the bulk of the training topics for the grant period. In addition, training topics will include language training in essential terminology, leadership, internal auditing, mechanical and electrical troubleshooting, preventive controls, Excel, and basic computer skills. With quality and safety being a large component of Hearthside’s training plan, the result will be a more prepared and educated workforce that has minimized risk for internal and external safety issues. Soft skill training for entry-level employees will aid in job retainment and internal growth within the organization, and educational opportunities provided in conjunction with Century College are expected to improve manufacturing training levels within the community for the foreseeable future.Contact: Katie Swenson, Century College, 651-779-3362 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Century College | J&B Group | $311,242 | Partnership |
| J&B Group, located in St. Michael, provides distribution, manufacturing, and storage of protein and deli products to retail and food service consumers throughout the nation. The manufacturing industry has felt a significant impact from the COVID-19 pandemic that caused declines in production, shutdowns, and a dip in manufacturing employment across the United States. Many manufacturing companies like J&B group have begun to rebound and are now realizing that, in order to stay relevant, they must adapt to the new demands of an uncertain market. This means learning to navigate challenges such as supply chain disruptions, re-calibrating business practices to serve specific market needs, and increasing internal agility to pivot around unexpected setbacks. For companies like J&B Group success depends on the preparedness of the workforce. The proposed training project for J&B Group will allow the business to create a comprehensive training program for 504 employees that will help retain a consistent workforce with strong manufacturing skills. In addition, funding will allow J&B Group to expand the skill and knowledge base of current employees in Leadership, Analytics and Communications which should support long-term growth and employee retention. Century College and J&B Group will partner to create and provide training that will cover topics crucial to optimizing manufacturing processes, maximizing output, and increasing competitiveness. Employees will receive both virtual and hands-on training customized to J&B’s needs. Training topics include the following: Manufacturing Math, Measurement, Schematic Print Reading, Basic Computer Skills, Quality Management, Troubleshooting, Lean Manufacturing, Safety, Project Management, and Continuous Improvement. A combination of online and in-person training will include up to 80 hours of training time based on the participant’s role. Additional job specific training will also be created for each individual role. Subject matter experts will work with Century College to develop training curriculum to be used in an on-going basis for current and future employees. The proposed project will have a significant impact on J&B Group and its associates. The project will improve the company’s ability to implement and provide exceptional job specific instruction to associates by standardizing the training process. This will reduce turnover and provide opportunities for growth from within the company. The project will improve and increase the ability of the company to meet customer demand while also reducing costs and maintain competitive edge in the market. It is also anticipated that the project will foster a culture of learning and competitive wages that will make J&B Group an employer of choice.Contact: Katie Swenson, Century College, 651-779-3362 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Dakota County Technical College | Transportation Consortium | $349,775 | Partnership |
| This proposal is an outcome of an MJSP Pre-Development Grant submitted by the Twin Cities CDL Training Academy Consortium (TCC-TAC) in October 2020. The purpose of that grant was to examine the state of Minnesota’s need for truck drivers and truck driver training and to develop a framework for creating a new training academy. Close examination of freight hauling from several perspectives revealed several issues facing the industry. The American Trucking Association in a 2019 report concluded that the trucking industry has had a shortage of truckers for the previous 15 years. A combination of a tight labor market and an aging trucking population is expected to keep the driver shortage near its peak from 2018 into the future. At a state level, the Minnesota trucking industry is in dire need of trained, qualified, and certified truck drivers. In Minnesota, it is anticipated that over the next 5 years, the total demand for new truck drivers will exceed 40,000 with over 23,000 of these openings occurring in jobs for heavy truck operators. Meanwhile, there is a critical lack of training capacity for Class A drivers and no public training options currently exist for Class A truck drivers in the metro area. In addition to a lack of graduates, qualified truck driver trainers are required to meet future training needs. There are no known programs for training commercial driving instructors. Most trainers are from the industry and trained by experience, and most industries are reluctant to give up their highest skilled and valuable drivers to a public system. The project involves a consortium of three metro area educational institutions; three trucking companies; the Minnesota State Systems office and a number of non-profit community-based, industry and public service organizations. The partners are proposing the creation of a new Commercial Drivers Academy to train approximately 160 individuals for entry-level truck driving positions. The proposal calls for 282 total hours of instruction. Training will center on understanding state laws and federal regulations around trucking, safe operation fundamentals, math and trip planning, proper operations of commercial vehicles, and on the job training and mentorship in commercial vehicle driving. It is anticipated that the project will result in the creation of a new Academy dedicated to training Class A truck drivers, and this Academy will be used to hire individuals into new high-wage entry-level positions. The on-boarding and mentoring provided by the Academy will meet new federal regulations and better prepare trainees for the rigors of the occupation, and this training will also reduce turnover and improve retention. Training provided will enable individuals remaining in their existing position to better perform their work and this is likely to result in periodic wage increases for these positions.Contact: Robert Trewartha, Dakota County Technical College, 651-423-8275 |