**MJSP Funded Projects**

**March 8, 2021**

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka-Ramsey Community College | Dynamic Group | $49,735 | Short Form |
| Dynamic Group, Inc. (DGI), located in Ramsey, is a precision mold/tooling manufacturer, injection molder, and contract component manufacturing company which provides injection molds and molded products to companies around the world. Through ISO and FDA certifications, DGI must continually meet exceptionally high standards, critical to the medical device industry, which is a growing portion of their business. In order to detect and eliminate non-confirming product and ensure consistent product quality, DGI needs to implement a sustainable training program with the goals of expanding employee knowledge of products and their uses, improving quality assurance, identifying non-conforming products, complying with good manufacturing practices, and meeting regulatory requirements. DGI will partner with Anoka-Ramsey Community College (ARCC) to customize training that will be delivered to 45 employees on the front line of production. Training will be delivered using multiple methods that include classroom and on-line courses that will be installed on an in-house Knowledge Management System. Courses include: Quality Assurance Practices, Disposition on Non-Conforming Product, Documentation and Traceability, Good Manufacturing Practices and Regulatory Compliance. Hourly based certificates will be awarded for completed courses.Contact: Matthew Salo, Anoka-Ramsey Community College, 763-422-6116 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Century College | TLC Electronics | $49,865 | Short Form |
| TLC Electronics, located in Mahtomedi, is a value-added manufacturer and distributor offering a wide variety of capabilities to design and build cable assemblies and wire harnesses, which are key components of electrical and electronic systems. The company specializes in fine-pitch interconnect and small gauge wires processed on high-speed automated equipment. Eighty percent of the company’s business is serving the medical device industry. TLC is a growing company that currently has 67 employees. TLC hires many entry-level assembly workers with little to no manufacturing experience and trains them in every aspect of wire and cable assembly. TLC continues to focus on retaining and growing its employees from within and recognizes the need to educate their workforce. Century College will work with TLC to provide training that will lead to ISO13485 certification, which is the International Quality Management System’s standard and the medical industry’s ultimate standard, ensuring all medical devices meet proper regulatory compliance laws and customer need. In order to achieve this certification, employees need to be trained on enhanced quality management techniques, validation of processes, compliance with statutory and regulatory requirements, and effective traceability and recall systems. In addition, training is needed that will allow more employees to operate various machines efficiently, which will allow for greater flexibility on the production floor. Finally, training in the areas of Lean and leadership skills will help the company meet performance goals. All 67 employees (2 new) will receive training in various courses that include: ISO 13485, MSSC Quality Practices & Measurements, Manufacturing Process & Production, IPC/WHMA-A-620, MIRA 230 and Continuous Improvement. This project will enhance workforce skills and help reduce safety and legal risks while creating a more economical work environment and ultimately allow TLC to expand their services. Contact: Eric Riedel, Century College, 651-779-3310 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Finishing Trades Institute | The Berg Group, 360 Wall Systems, Brin Glass | $49,754 | Short Form |
| This partnership involves the Finishing Trades Institute of the Upper Midwest (FTI-UM), a union affiliated post-secondary school, and a consortium of three companies (The Berg Group of Chaska, with 150 employees; 360 Wall Systems, Inc. of Eden Prairie with 25 employees; and Brin Glass Company of Minneapolis with 180 employees). The partnering businesses provide a wide range of commercial, industrial and specialty services that include painting and finishing, drywall construction, and glass installation. Their employees are represented by the International Union of Painters & Allied Trades DC 82 AFLCIO. During construction projects, the removal of ceilings, walls, etc. can release harmful contaminants if they are not handled correctly. This is particularly concerning in hospitals, whose patients often have compromised immune systems. As a result, hospitals are requiring companies have training in handling these infectious situations during all aspects of construction. With no formal training options in Minnesota, the FTI-UM will provide Infection Control Risk Assessment (ICRA) training that was developed by The Center for Research and Training in consultation with leading construction-related infection control experts. ICRA training teaches how to contain pathogens, control airflow, protect patients, and work without disrupting adjacent operations. Training will be conducted in a new portable Mobile Training Lab (MTL) that will mimic actual settings encountered in work settings with the option for both classroom and hands-on instruction. A total of 100 employees selected from the partnering companies will attend up to 14 hours of training depending on their occupation. Courses include: Apprenticeship Intro to ICRA, Journeyworker ICRA Core Training, Safe System Mobile Lab Operation, and Infectious Disease Safe Workplace Protocols. The one-of-a-kind MTL will provide FTI-UM with a new training tool that will provide a quicker and more flexible method of delivering training across Minnesota. This training will assist the companies in meeting ICRA certification requirements and provide trainees with the critical knowledge to safely work in healthcare environments.Contact: Patrick Rome, Finishing Trades Institute, 651-379-9606 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Saint Paul College | BALL Beverage Packaging | $42,172 | Short Form |
| BALL Corporation, established in 1880, is a global organization that provides metal packaging for beverages, foods and household products, and of aerospace and other technologies and services to commercial and governmental customers. The St. Paul location, which has 110 employees, is part of the Metal Beverage Packaging division which manufactures aluminum cans for carbonated beverages. Employees in the Down Line Maintainer (DLM) position, represented by the United Steelworkers Local 7796, are responsible for performing troubleshooting, maintenance and repairs to ensure the equipment runs smoothly. For years, the company has not had a formal training pathway for this position. Union members can bid on this position based upon seniority and move into the position regardless of mechanical aptitude/ability, and train themselves through on-the-job experiences. This has caused issues with consistency of the position on the production floor. In a partnership with Saint Paul College, they will develop a training program for their DLMs and build upon that model for future incoming employees. Training will be delivered virtually, with 16 employees completing 256 hours of training in six major areas: Bearings, Belts, Belt Drives; Couplings & Fasteners; Gears, Alignment & Lubrication; Valves; Hand Tool Measurements and Readings; and Shop Math. Each of these areas are part of the college’s semester-based curriculum in the CNC Machine technology program, which will be customized to meet the needs of BALL. Trainees will enhance their technical knowledge and skills, which will help them to perform their jobs more safely and efficiently. BALL plans to continuously run this training model as a method to recruit new employees and to serve as a retention tool for current employees.Contact: Andrew Hamilton, Saint Paul College, 651-846-1438 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Central Lakes College | Polaris Corporation &Power Lodge Dealer Group | $50,000 | Pre-Development |
| This Pre-Development grant proposal involves Central Lakes College in partnership with Polaris Corporation, located in Medina, and Power Lodge Dealer Group of Brainerd. Companies such as Polaris are rapidly developing, integrating and deploying Connected and Autonomous Vehicle (CAV) technologies, which have the ability to communicate with infrastructure and other vehicles, into their latest vehicle platforms to help increase safety, mobility, and efficiency, and to allow for over-the-air updates for important future vehicle improvements. To prepare for this massive industry change in technologies, Minnesota has established a CAV office and has written a strategic plan for implementing CAV systems. Part of the strategic plan involves establishing a strong workforce with the skills needed to support CAV systems. This Pre-Development grant would provide funding needed to begin the development of an innovative pilot to expand current college-level technician training with additional content on CAVs and to provide opportunities for on-the-job training in partnership with dealers. This project includes four key deliverables: 1) Curriculum Development Plan (includes identification of curriculum goals, outcomes, topical outline, equipment and materials; leverages Polaris University curriculum, adding CAV and other new curriculum); 2) Gig Process Development Map and Documentation (document the information flow and process logistics for connecting the CAVs, dealers, Polaris corporate and Polaris University, and college faculty and students with OJT opportunities); 3) Technical Specifications for the Development of the UX Interface (document requirements for a user interface that connects the CAVs with dealer technicians and students to OJT opportunities); and 4) Phase 2 Implementation Plan (develop implementation plan that includes recruitment and outreach strategies, curriculum design timeline, UX interface design timelines, budget, and task orders for the implementation grant). In the grant proposal to follow, it is anticipated 30 participants will be enrolled in a Marine and Powersports diploma program with enhanced training by Polaris University and Central Lakes College. The CAV curriculum will include paid ($15.00/hour) on-the-job training and placement at the partnering Polaris dealer in powersports technician positions upon completion of training. This project will help to recruit, create new jobs and upskill those already in the industry to meet the future needs of the auto tech industry. The Gig training model, once piloted and proven, will be easily scaled to other regions, OEM’s, colleges and dealers.Contact: Rebekah Kent, Central Lakes College, 218-855-8067 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka-Ramsey Community College | Sun Country Airlines & Allianz | $256,091 | Partnership |
| As customer experience is rapidly becoming the differentiator between what brands customers buy and who customers choose to do business, it is increasingly important that Contact Centers provide customers with efficient and effective technical support, customer service and sales assistance. Over the years, Call Centers have emerged into Contact Centers that deliver an ever-increasing range of services using sophisticated integrated state-of-the-art technology including email, chat, VOIP, and website support. With these changes, there is growing stratification and specialization in Contact Centers which is leading to new career opportunities. The Midwest Contact Center Association (MWCCA), a non-profit trade association that is focused on bringing together Contact Center professionals with the common goal of education, collaboration, and networking, has identified two critical training needs that need to be addressed in 2021. The two critical needs are the development of a career path for its employees which they believe is vital to improving employee retention, and training for existing leadership staff which is needed to address technological and business environment changes. MWCCA has identified two member businesses, Sun Country Airlines and Allianz, that wish to participate in a pilot project to develop and test a training process which will establish a mechanism for the identification and advancement of Contact Center Agents and to develop needed training for existing Contact Center leadership. In cooperation with MWCCA, ARCC/ATC will develop and deliver training for 280 employees from the two companies. A total of 78 hours of training will be made available for employees. This will include 2 hours of training on career advancement in the Contact Center industry, training for a 40-hour Supervisory Certificate (includes virtual interactive workshops and OJT mentoring and coaching), and 36 hours of Supervision in a Distributed Workforce Training (covering three relevant subject matter areas to ensure employees working remotely have the administrative and supervisory support necessary to perform effectively). Certifications include: MWCCA Supervisory Certification and Managing a Distributed Workforce. This project will increase employee performance and service, assist in employee retention and define pathways to career advancement. ARCC will increase its capacity in the operation and use of communications technologies used in the Contact Center industry and add two new certifications in collaboration with MWCCA.Contact: Matthew Salo, Anoka-Ramsey Community College, 763-422-6116 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka-Ramsey Community College | Hood Packaging Corp. | $302,643 | Partnership |
| Established in 1978, Hood Packaging (HP) has expanded into a leading manufacturer of plastic film and bags (woven polypropylene bags, coated and laminated materials and paper packaging). HP operates 23 manufacturing facilities in 16 states and Canadian provinces across North America with three facilities in Minnesota (Arden Hills, Roseville and Minneapolis). HP currently employs 148 Minnesota workers represented by two unions, United Steel Workers St. Paul L-264 and Teamsters L-970. In order to produce a wide variety of packaging, HP utilizes complex, high-speed manufacturing processes and machinery in addition to a wide variety of raw materials which can be hazardous. In addition to annual safety assessments by OSHA, the State of Minnesota, through its AWAIR program, mandates HP have an internal safety process in place. Through a partnership with Anoka-Ramsey Community College (ARCC) and Anoka Technical College (ATC), they will develop a new company-wide code of safety along with other safety training. In addition, because each facility utilizes different processes and equipment, training is needed for machine operators and maintenance workers on the specific equipment, including trouble shooting and maintenance. A final area of training is needed to improve computer and data system software skills of office administration staff. A three-tiered training program that will address the company’s priority training needs has been identified. All 148 employees will receive training based on their occupation. Safety training will focus on five areas: Code of Safety, Stop Card, Tool and Equipment Safety, Machine Operator Safety, and Work Environment Safety. Six technical courses will provide maintenance and machine operation training on three different machines (continuous motion flexographic presses, adhesive lamination machines, and extrusion lamination machines. Finally, Office Management and Data Systems training will be delivered to office administrative staff. Because HP has a COVID 19 workplace exemption as a “critical industry”, they will be able to train individuals on-site in small groups. Some courses will be delivered using electronic virtual means. ARCC will offer hourly based certificates for completion of courses. For HP, this project will benchmark safety standards resulting in a safe work environment; upskill employees in key occupational areas and enable more efficient use of equipment resulting in higher productivity. ARCC/ATC will gain new training modules which will add to their educational infrastructure and can be offered to other companies. Contact: Heidi Braun, Anoka-Ramsey Community College, 763-576-4045 |