**MJSP Funded Projects**

**March 6, 2023**

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Alexandria TC | Lakeland Manufacturing | $45,788 | Partnership |
| Lakeland Manufacturing, located in Alexandria, specializes in bar and tube machining, finishing, and fabrication serving the hydraulic, electro-mechanical, and OEM industries. Under new ownership by Marmon Keystone, Lakeland Manufacturing has recently transitioned from a family-owned business to a corporate owned business. This new ownership brings forth new expectations and production objectives as the company expands its customer base. The communication of these new goals and the upskilling of their workforce is paramount for success in this transition process. The training program will include courses in change management, setup reduction times, blueprint reading, geometric tolerancing, math, corrective action, root cause, gages, and tooling. It is anticipated that this new training strategy will improve production time and quality enough to meet the needs of additional customers in Lakeland Manufacturing’s pipeline.Contact: Sandy Larson, Alexandria Technical College, 320-762-4406 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Anoka Ramsey Community College | Interscapes | $49,810 | Partnership |
| Interscapes, Inc., located in Brooklyn Center, produces and installs high-end wood and plastic laminate cabinets, reception desks, wall panels, and solid surface Corian tops for commercial and residential accounts. Interscapes follows a unique business plan where employees have both a share of company profits and a voice in the direction of the company itself. Over the past two years, Interscapes has been investing in training for its workforce, including training to develop the employees’ business acumen. The training provided through this project will add to the employees’ ability to understand how to run and operate a business. Training will emphasize systematic methods for business growth; measuring and improving the value of daily work activities; sales and marketing; and planning for the next generation of leadership.Contact: Matthew Salo, Anoka-Ramsey Community College, 763-422-6116 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Century College | APG | $48,814 | Partnership |
| APG, located in Fridley, is a global manufacturer of Point-Of-Sale and cash management solutions for a variety of customers and industries. As a result of labor shortages, APG has been experiencing the same challenges with attracting and retaining qualified workers as others in the manufacturing industry. Their current strategy has been to hire entry-level workers and then upskill them through training. Despite the current economic challenges, APG sees opportunities for potential growth and is looking for ways to grow and retain their workforce. To capitalize on this, APG is looking to create a comprehensive entry-level training program that will help level-set production employees as well as develop more advanced training to upskill employees at all levels of the organization. The project will provide hands-on, basic manufacturing skills training for their production employees, as well as training to expand the skill and knowledge base of current employees in Lean concepts, customer service, communication, supply chain fundamentals, and change management.Contact: Eric Riedel, Century College, 651-779-3310 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Century College | Caltronics Design | $35,699 | Partnership |
| Caltronics, located in Stacy, assists companies in getting their electronic products to market by providing electronic design and product development, rapid PCB prototyping, electronics manufacturing, and testing and inspection. This small company is currently facing many of the same hiring challenges as other businesses, leading them to search for ways to invest in and retain their current employee base while meeting the needs of their clients. The company understands that their future success depends on preparing employees and the business for technology advances and growth. To that end, the training plan will provide cross-training in advanced manufacturing methods. Training topics will include IPC-610, Mycronic New User Training, Maintenance, Advanced Programming, CAD, and ISO 9001:2015. It is anticipated that training will improve employee retention and provide employees with the tools necessary to meet the high-quality standards of their customers.Contact: Eric Riedel, Century College, 651-779-3310 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| MN State University, Mankato | Ecumen Pathstone Living | $35,788 | Partnership |
| Ecumen Pathstone Living, located in Mankato, is a convalescent home for the elderly and infirm that provides medical and social care for elders and those in need of short-term medical rehabilitation. Ecumen and Mayo Clinic Health System have recognized the need for nurses at skilled nursing facilities to be better equipped to accommodate the increasing number of patients that require skilled nursing or long-term care, but no longer require the acute care of the hospital. Training will be provided to support skilled nursing and long-term care staff at Ecumen in topics that include NG Tubes, Suprapubic Catheters, Wound Care, PleurX Drains, PICC Lines, Agitated/Aggressive Residents, Resident Non-Compliance, and Colostomy. The training is expected to upskill nurses to care for higher acuity patients, support the admission of higher acuity patients to skilled nursing/long-term care facilities, remove barriers to discharge from hospitals, and improve access to skilled nursing/long-term care for the local community. Contact: Tammy Bohlke, MN State University Mankato, 507-389-2572 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Normandale CC | Mall of America | $49,772 | Partnership |
| Mall of America (MOA), located in Bloomington, is the largest shopping and entertainment complex in the United States serving as both a massive retail hub and national tourist magnet owing to its size, location, large retail selection, and tourist attractions located inside the mall. MOA has had consistent hiring since the major pandemic years both within the retail sector of the business and the corporate end of the business. This has resulted in hundreds of employees with slightly different expectations and experiences around customer service and core MOA values. As MOA continues to build back towards pre-pandemic norms, it is critical that all employees can consistently deliver on its brand promise. MOA has partnered with Normandale CC to develop a training program to create a greater shared culture and language around the concept of customer experience. The project will begin with the development of an employee survey to assess the existing organizational understanding of Customer Experience, followed by a kick-off event to build excitement and awareness around the upcoming Customer Experience training. Survey findings will then be incorporated into a three-part, six-hour training program that includes an introduction of the theory, framework, and tools that support the design of meaningful and memorable guest interactions; a “homework” assignment in which groups will explore elements of the MOA guest experience; and report outs and discussion focused on what was learned from the assignment, how these customer experience tools can be applied, and how the culture of creating a positive guest experience can be instilled in all departments of the organization. As a result of this project, employees at all levels of MOA will have a set of common experiences, language, and understanding all focused on providing an outstanding customer experience.Contact: Brenda Dickinson, Normandale Community College, 952-358-8238 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| St. Cloud State University | Pinnacle Climate Tech | $50,000 | Partnership |
| Pinnacle Climate Technologies, located in Sauk Rapids, provides climate control solutions to commercial, industrial, agricultural, and retail customers through the production of heating, cooling, ventilation, exhaust, and indoor air quality products. To ensure their long-term success in a highly competitive industry, training is needed that will allow the company to align their products to market demands, improve sales strategies, allocate resources, and optimize production. Training will be provided in Diversity, Equity and Inclusion; Generational Awareness; Eliminating Waste; Mission, Vision and Values; Supervisor and the Law; Product Management; Market Analysis; Product Analysis; Product Development; Sales and Marketing; and Production Operations. It is anticipated the project will set the stage for the company’s investment in new automation coming in 2023-24, and help retain employees by providing attractive wages, advancement opportunities, and sustainable career pathways for employees.Contact: Ileana Merten, St. Cloud State University, 320-308-6160 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| South Central College | Warners Stellian | $49,704 | Partnership |
| Warner’s Stellian (WS), with various retail locations throughout the Twin Cities and warehouse and corporate offices in St. Paul and Minneapolis, is an appliance retailer and service provider. Over the past several years, WS has seen significant growth in business locations, communities served, and sales volume. With this growth, the company must ensure that its sales workforce meets an ever-increasing level of sales service and professionalism. This means the introduction of new methods of interacting with its customers both in-person and through multi-media, and equipping sales employees to better inform customers of an ever changing and expanding portfolio of services and product lines. With little in-house training capacity in this area, WS has reached out to South Central College for training assistance. The training program will focus on the on-boarding of sales staff, the elements of effective sales, sales strategies & processes, consultative sales, and a multi-level sales skills certification process verifiable by a third party. It is anticipated that the training will create a salesforce that can adapt to new methods of providing services to customers and equip the salesforce with best practices for maximizing customer satisfaction, which in turn will help the company reach its sales growth potential.Contact: Tanja Stading, South Central College, 805-389-7392 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| University of Minnesota | Biomerics | $22,881 | Partnership |
| Biomerics, located in Brooklyn Park, specializes in vertically integrated medical device contract manufacturing. Due to the shortage of workers with experience in the medical device industry, Biomerics needs rapid and condensed training to reskill new and recent hires that are transitioning to the medical device industry from fields which require less specialized knowledge. Biomerics is partnering with the Technological Leadership Institute at the University of Minnesota to develop a training program that will ensure new and recent hires have the required knowledge to succeed in the medical device industry. The training program will consist of four newly developed courses: Introduction to the Medical Device Industry & Products, Introduction to Manufacturing Processes, Key Medical Device Manufacturing Standards, and Key Medical Regulatory Standards. The training is expected to decrease turnover and put the company in a more competitive position to grow and serve its customer base.Contact: Travis Thul, University of Minnesota, 651-399-6826 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| University of Minnesota | Honeywell, Polar Semiconductor Inc, Rosemount Aerospace Inc | $49,611 | Partnership |
| Polar Semiconductor, Honeywell, and Collins Aerospace are a consortium of businesses located in the Twin Cities that represent key semiconductor manufacturers in Minnesota. They produce silicon microchips for commercial, military, and scientific applications. Due to the tight labor market, massive federal spending on semiconductor technologies, and a demographically driven contracting workforce, there is a strong need to reskill technologists to meet the growing industry needs. Minnesota represents one of the few semiconductor technology clusters in the nation, and, to retain this competitive edge, a rapid onboarding training program is needed to upskill new technical personnel in the field of semiconductor production. The training topics to be provided include Introduction to Semiconductors & IC Technology, IC Process Flow Overview, Lithography Overview, Doping Theory & Process, Etching Techniques, Thin Film Deposition, Metallization Techniques, Supporting Technologies, Device Testing & Packaging, and Emerging IC Technologies. It is anticipated the training will ensure new and recent hires understand the foundations of semiconductor manufacturing and science that are imperative for their long-term success. It is also anticipated that this training program may be scaled to other semiconductor manufacturers around the state to meet the expected growing needs into the future.Contact: Travis Thul, University of Minnesota, 651-399-6826 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| University of Minnesota | Thermo King | $49,061 | Partnership |
| Thermo King, located in Bloomington, is a manufacturer of transport temperature control systems for refrigerated trucks, trailers, containers, and railway cars along with heating, ventilation and air conditioning systems for bus and passenger rail applications. The company believes that remaining competitive in the 21st century requires the development of their workforce on electrification and renewable energy systems. To that end, training will focus on upskilling technicians, salespeople, and other employees, who typically work in diesel engines, in the nuances of electrification. Thermo King is partnering with the Technological Leadership Institute at the University of Minnesota to develop a program that will include training in Electrification Basics, Electrification Challenges, Electrification Components, and Industry Insights & Safety. It is anticipated the training will enable employees to educate customers on the benefits of migrating to a green technology system and prepare Thermo King for future investments into green technology systems. This program is also a key part of the University of Minnesota’s investment into electrification education and its goal to bring this resource to industrial partners state-wide.Contact: Travis Thul, University of Minnesota, 651-399-6826 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Hired | Medtronic | $283,135 | Pathways |
| Medtronic, an international company headquartered in Minneapolis with several manufacturing and operational facilities in the Twin Cities, is a medical device manufacturer with four business segments: cardiac health, minimally invasive therapies, restorative therapies, and diabetes. This project involves the Medtronic Energy and Components Center (MECC), located in Brooklyn Center, which manufactures batteries and other components. MECC is on a high growth trajectory and is planning for business expansion and job creation over the next three years; however, in a labor market that has record shortages of workers, there is a severe shortage of skilled workers for medical manufacturing assembler positions. MECC has made multiple changes to its recruitment and hiring processes to reduce barriers to employment, especially for prospective employees from communities that have faced historic barriers or have been underrepresented in skilled manufacturing. Medtronic uses a contingent employment system at MECC that enables people without skilled training in medical manufacturing to access entry-level positions and receive on-the-job training. In addition to addressing a worker shortage, this project aims to improve attrition and conversion rates and advance the commitment to diversity, equity, and inclusion that Medtronic and Hired share. The training program will include four main training areas: Introduction to Medical Assembly Careers, Digital Skills, Production Quality and Cleanroom, and Medtronic’s new employee orientation and on-the-job training.Contact: Julie Brekke, Hired-Minneapolis, 612-287-1361 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| Normandale CC | Polar Semiconductor Inc | $365,000 | Partnership |
| Polar Semiconductor LLC, located in Bloomington, is a semiconductor manufacturer, and it is the development, engineering, and manufacturing center of Sanken Electric Company, located in Japan. Polar specializes in clean room fabrication of discrete and integrated circuit devices that are used in automotive, consumer, and industrial products. The pandemic and subsequent supply chain shocks have created a large deficit in semiconductor chip production; and recent federal actions, such as the CHIPS act, have sought to reverse this trend by expanding domestic manufacturing of semiconductors. Minnesota is one of a small number of regions in the USA that has a complete economic ecosystem for semiconductor fabrication. In light of these developments and economic conditions, Polar is expanding production to meet the high demand for semiconductors in the global economy. The manufacturing conditions of these precise electronic components requires both extensive training in clean room settings as well as expanded capacity at all levels of the business from operations to management. Polar has partnered with Normandale Community College to identify multiple training needs focused on the precision required for semiconductor production. Employees will be instructed in Polar’s vision for the industry to ensure that there are no gaps in understanding the strategic focus of this specialized manufacturer. In addition, training will be provided in computer fluency for working with touchscreens and typical office software and in Inclusive Excellence with topics in Intercultural Agility, Intercultural Communication, Leading Across Cultures, ESL for Manufacturing, and Semiconductor Manufacturing Terminology. High potential employees who are seeking advancement and current leaders will also receive Professional Effectiveness training with topics in Project Management, Supervision and Management, and Lean Six Sigma.Contact: Brenda Dickinson, Normandale Community College, 952-358-8238 |

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| **Grantee** | **Contributing Business (es)** | **Amount** | **Program** |
| South Central College | Trystar LLC | $394,972 | Partnership |
| Trystar LLC, headquartered in Faribault, manufactures power distribution equipment, cable, and generator docking stations. Over a short period of time, Trystar has evolved from a family business of less than a hundred employees to a major corporation with employment approaching 500. This growth has been fueled by Trystar’s ability to respond to favorable economic conditions with timely and high-quality products, an influx of investment in capital, and expansion through acquisition of horizontally integrated product lines. The transformation from small business to larger corporation requires Trystar to adopt standards and practices necessary to operate a big business. Furthermore, as a growing business with a new product line at their Minnesota location, Trystar must develop uniform safety standards training for employees, ensure a base skill level for production workers, provide specialty training for the new product line, and develop a uniform continuous improvement process for all production and support staff. This project will include training for their Faribault facility which houses production operations in two buildings, and their new Burnsville facility which houses about 35 engineering, sales, logistical support and administrative staff. Training will be provided in six main areas: Operations Safety (including courses in OSHA, Environmental Safety, and Emergency Protocols), Production Operator (including courses in Mechanics of Wiring, Panel Wiring, Reading Schematics, and Production Statistics), Tradesperson Upskilling (including courses in Machine Operations, Manufacturing Electrician, Fabrication Welding), Production Process Improvement (including courses in Process Improvement, Elements of Continuous Improvement, and Lean Six Sigma), Designing Automation, and Workplace Diversity.Contact: Tanja Stading, South Central College, 805-389-7392 |