

# 2021/2022 Manufacture CoHort Workplan:

## **Industry Topic Automation:**

Continue to build from the interest and need to find scalable solutions to the increasing need to integrate automation inside of manufacturing operations. Conduct hosted events adjusted to current environment around in person meetings.

## **Industry Topic Workforce Readiness:**

With the Pandemic moving into what would appear it normalized stages of influence ( let's hope) it would make sense to continue to explore our appetite and or the need for us to identify opportunities for a regional training center to support our industry. (Modeled after the National Training Center in Colorado; The MiLL) This training center would involve the collaboration of multiple stakeholders. Like much of the work that is successful for our community the commitment from many different players is key to success. We will be open to where this may or may not take us.

- Continuing to cultivate relationships and be a resource for local education K12 and post-secondary is still extremely important. We will conduct ourselves in a way that builds these relationships and allows for Manufacturing to have access to a solid pipeline of future workforce. Conduct hosted events adjusted to current environment around in person meetings. Delivery on outreach to manufacturing with tours and interviewing.

## **Minnesota Department of Labor and Industry**

Continue to partner and represent the multitude of resource opportunities that are offered by the MN Dpt of Labor.

Delivery on second round of applications for Workforce Training Grant or grants.  
Make application for:

- Repeat of last years grant for Advanced Manufacturing training at ATC to a new audience of manufacturers.
- Submit a new grant to provide “next version” of Advanced Manufacturing training at ATC from the current pool of manufacture trainees.
- Submit a grant for an individual employer that would allow for that employer to provide ATC training specific to their needs.

Continue to Deliver on Administrative function of Workforce Training Grant

## **Specific Areas of Focus: (Possible CoHort events)**

Continue to anticipate a return to “in person” Manufacturing CoHort events. With willingness to deliver on virtual events if the environment is not ready to meet in person. Expectation that we could host five CoHort events in 2022.

Topics to be determined as follows:

- Delivery on outreach to manufacturing with tours and interviewing
- Support efforts in support of Manufacturing needs
- Lead and continue to support Manufacturing Workforce Acquisition - Alternative workforce groups
- Respond/facilitated outreach to manufacturing on “Financing Options” in a time of opportunity.
- Respond/facilitated outreach to manufacturing on “Safety Training” in a time of challenges in finding support resources to meet OSHA requirements.

The effort that is represented in the Manufacturing CoHort needs to be shared with a greater regional audience. I would expect that during the 2022 season we will have a minimum of five “touches” to share the message of the CoHort. This can be delivered to City Halls in council meetings, or other city functions that fit, School Board meetings, Broadcast on community tv, write ups in newsletters. This list of possibilities is beyond these suggestions.

The Anoka Area Chamber of Commerce Manufacture CoHort is for manufacturing by manufacturing. The focus is on what needs to be discovered or implemented in a manner that supports your sustained success. Activities not outlined in this document are open to consideration and inclusion in the workplan.

1) What the Manufacturing Cohort has done year to date in 2021

Conduct hosted events adjusted to current environment around in person meetings  
Delivery on Workforce Training Grant

Continue to Deliver on Administrative function of Workforce Training Grant

Delivery on outreach to manufacturing with tours and interviewing

Support efforts in support of Manufacturing needs

Lead and continue to support Manufacturing Workforce Acquisition - Alternative workforce groups

Respond/facilitated outreach to manufacturing on "Financing Options" in a time of opportunity.

Respond/facilitated outreach to manufacturing on "Safety Training" in a time of challenges in finding support resources to meet OSHA requirements.

2) Status on Workforce Training Grant and implementation

2021 was the first year that the Manufacture CoHort focused on application to win a MN Dual Training Pipeline grant. Competitive grant writing process began in February. The CoHort was awarded access to a \$120,000 grant to be used with incumbent workers in the Advanced Manufacture industry segment. June – August commitment of outreach and alignment of students in manufacturing community. Collaboration with Anoka Technical college, MN Dpt of Labor, MN Office of Higher Ed, Employers with education on curriculum and early understanding on what On the Job Training will look like. September: Arrive at goal of 20 participants to utilize the entire grant award. Also, September is the beginning of "in class" aspect of the grant deployment. Classroom aspect to continue until May of 2022. October will continue the administration of the grant. On the Job Training will be finalized and deployment and tracking/reporting on OTJ will continue to the end of the classroom in May.

Ramsey Manufacturers participating in the Dual Training Pipeline Grant: MultiSource/ InTech Industries/ Rotary Systems. Ramsey Manufacturers that expressed interest that were not able to participate for multiple reasons: Panther Precision, Zero Zone, Dynamic Group, Minnesota Tool & Die Works, VIRTEX

3) A list of Ramsey Businesses and how they are participating in the Manufacturing Cohort.

B&F Fastener Supply	Minnesota Tool & Die Works, Inc	Triple D Welding, Inc
Cabinet Works	Molin Concrete Products	VIRTEX
Dedicated Networks, Inc.	Multisource Manufacturing, LLC	Wendell's, Inc.
Diamond Graphics, Inc	Northwoods Machine	Zero Zone, Inc.
Digital Tool & Automation	Panther Precision Machine, Inc.	
Dynamic Group	QDP Technologies	
Heritage Millwork	RJM Enterprises/Gen Paper Products	
HOYA Vision Care	Rotary Systems	
InTech Industries	Showdown Displays	
Life Fitness	Simhof Mfg	
Lift and Store	Team Packaging Company	

Each of these employers have been in contact with the CoHort one or multiple times this year as in the past and expected the same moving forward. Each employer

experiences unique and shared challenges or needs. The CoHort continues to be a local resource that is called upon at any time to interact as a partner of support in these employers.

4) A list of events hosted by the Cohort in 2021 and events that are planned into the future.

Hosted events have been conducted, but we are learning that the need for the CoHort is not as dependent on in person events as it has in the past. This need or opportunity to engage may transition back to in person, but the mission is to be this catalyst of change for manufacturing and do to current environmental and industry constraints and needs, the CoHort outreach meets the manufacturer where they are at.

In person events this year have occurred in February, April and May on the Dual Training Grant effort. The Chamber reached out to include manufacturing in the in person events including the Annual Gala, Golf Tournament, Annual BBQ, Annual Meeting. All of which multiple manufacturers have attended or participated.

2022 event planning includes an expansion of the Grant program for 2022, Automation continues to be of interest, Workforce Acquisition and continued effort to understand workforce and pipeline will be focused on. Either in person or remote outreach will continue to understand the changing needs of the Manufacturing.

The Manufacture CoHort Season Concludes September 30 annually. Invoicing for the Manufacture CoHort Trusted Partnership 2021/2022 will be going out in November. The ask for the City of Ramsey is \$5000.00.



# Anoka Area Chamber of Commerce

Manufacture CoHort Event

December, 28 2021

# Agenda

- 11:15 - 11:40 Meeting begins, working lunch provided
- 11:40 - 12:00 Introductions and warm up question
- 12:00 - 12:30 Review of MN Dual-Training Pipeline Grant Round 10
- 12:30 - 1:00 Proposed 2022 MN Dual-Training Pipeline Grant Application

# Welcome - Warm up time.....

- ✦ Introduce yourself. ....Include your role and company
- ✦ Ponder/react/share on this question:

**What do you think brings you the greatest concern today as it relates to your company and its succes?**

# Warm up results: What do you think brings you the greatest concern today as it relates to your company and its success?

- Talent - Outside and Inside the company
- Finding people to work in the industry. Who will continue to do the work and become the next “old guys” who possess the knowledge and skill?
- Specialized training challenge - need to retain workforce
- How to elevate opportunity in the industry. Career pathway
- Retention & Culture. Concerned with unskilled training
- Positive COVID
- Succession plan. What is that? How do we use it to get the right people in the right seat.
- Entry level employee. identify the right fit and assure expectations align with the job.
- Keeping talent in place
- Planning to support skill development
- Basics of machining
- Continuous improvement
- Remain flexible

# Anoka Area Chamber- MN Dual-Training Pipeline Grant - Round 10

- The first Chamber to apply for grant in support of Manufacturing Industry.
- AACCC (Anoka Area Chamber of Commerce) works with enrollment of grant individuals and employers, providing “hand over hand “ as needed.
- AACCC acting as agent and administrator for grant participants.
- AACCC chooses and partners with education provider to deliver relevant training.
- AACCC interacts with Manufacturing organization to coordinate and report to OHE with On the Job Training.

# Anoka Area Chamber- MN Dual-Training Pipeline Grant - Extended Benefit

- Opens pathway to advanced training
- Creates pathway for individual growth
- Deepens learning of skill
- Connects individual to broader sense of purpose and attachment to job
- Free up employer to focus on workplace related objects rather than the finding resources to improve skills and train workforce
- Allows employee to see added value with increase in retention.
- Stabilize workforce, creating a culture of engagement

# Validated Pyramids and Occupational Competency Summaries

- ✦ Computer Numerical Control (CNC) programmer.
- ✦ Coordinated Measuring Machine (CMC) programmer.
- ✦ Machinist/tool and die maker
- ✦ Machinist/CNC operator.
- ✦ Maintenance and repair worker
- ✦ Mechatronics technician
- ✦ Quality assurance technician
- ✦ Robotics operator
- ✦ Welder

# Proposed 2022 MN Dual-Training Pipeline Grant - Next Steps

- ✦ Write a grant for AACCC members to attach and participate in.
- ✦ Write a grant for an individual employer or multiple individual employers.

