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**Training for
Performance
Improvement**

HAMAA STUDENTS COMPLETE PROGRAM DESIGNED TO HELP MEET SKILLED MANUFACTURING LABOR SHORTAGE

*Industrial Insite teams up with Century College to
provide training on control panel assembly*

Minneapolis, MN – August 6, 2015 – Students from the Hmong American Mutual Assistance Association (HAMAA) in Minneapolis recently completed a pilot training program designed to put them to work in in-demand manufacturing positions as control panel assemblers. The secret to their success is a hands-on, highly focused training program from Industrial Insite, a Twin Cities company that trains, designs and develops tailored curricula for manufacturers throughout the Midwest. Century College is behind putting the first cohort of students together, working with HAMAA leadership to encourage and then interview program applicants. Participants took part in a four-week program focused on gaining the knowledge and skills panel shops are struggling to find.

Larry Raddatz, director of training at Century College in New Brighton, said, “I talk to local manufacturers every day and many of them have the same concern – finding



workers that have the skills to succeed in technical manufacturing-based jobs. We spoke specifically with Minneapolis area panel shops when first investigating this need, and now we’re pleased to provide them with a pool of qualified workers who have recently completed the first course. Not only are we helping the students find jobs, we are helping manufacturers meet a real staffing need in the marketplace.”

Principle Instructor and Industrial Insite Owner Mark Pitman has been developing and delivering technical training to manufacturers since 1998. Before that, he spent the majority of his career working in or setting up panel shops in the mid-west. Even so, he sought out input and ideas from many twin-cities area panel shop leaders to ensure the skills included in the training program were those in demand in the industry.



“We have had the privilege of working with Century College and other MnSCU outlets on a variety of projects over the years, and I must say, that this project has been one of my favorites,” Pitman said. “Not only are we arming people with the skills they need to get quality jobs in an industry I am passionate about, we are doing what I love to do most, promoting American manufacturing by capturing the knowledge and skill of a mature workforce and using that core competency to strengthen our ability to compete in a world marketplace right here at home.”

There’s more to the training program than classroom presentation and hands-on exercises. Leaders at local panel shops engage with the class to see firsthand what skills the future incumbent workers are learning. During their visit, they provide information about the industry and their company’s vision, and invite employment applications. Several shops also volunteered to host on-site tours of their facilities, so students can see real-world examples of panel shops in action. “Having the opportunity to show students how control panels are assembled in a real world production environment added significant value to the quality of the training we were able to deliver,” Pitman said.



Hartfiel Automation of Eden Prairie, MN, was one of several shops who contributed to vetting course curricula, stopped by the classroom to engage with students, and hosted an on-site tour.

Hartfiel Automation CEO and Chairman of the Board Myron Moser said, "As our Minnesota economy gains strength, there is a great and growing need for trained, quality, motivated people to fill assembly job openings. I have met the students from the program, and I am very impressed with their dedication and hard work. They invested their evening hours to train and learn these skills. These are the high quality, motivated, and professional people that we are trying to find and hire in our company."

Industrial Insite, LLC, is a Minneapolis/St. Paul, Minnesota, company that provides training for performance improvement, helping manufacturers meet world-class standards for quality through training program design, tailored curriculum development and expert qualified instruction. Industrial Insite professional instructors are experienced in nuclear power generation, medical device manufacturing, avionics assembly/repair, food service and electronic assembly industries, as well as Department of Defense requirements. A wide range of industry standard and tailored training programs are offered to meet management and regulatory requirements for general and specialized skills, as well as technical skills training, OSHA-mandated and IPC-certification training.

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