

EDISON STATE COMMUNITY  
COLLEGE

MONITORING REPORT

CORE THEME #3

UNDERSTANDING STUDENT AND  
STAKEHOLDER NEEDS

A FOCUS ON WORKFORCE  
DEVELOPMENT

June 27, 2018

**Executive Summary:****Focus: Establish additional student-to-work programs.**

Edison State graduates need to be armed with the knowledge and skills needed to succeed in work and lifelong learning. The Edison State Works initiative serves as a workforce “connector hub” for programs and services provided to students, staff, business and industry, and those residing in the Darke, Miami and Shelby counties communities and beyond. This initiative raises the awareness, builds and strengthens relationships while further developing school to work and workforce opportunities throughout the region. For Edison State Students the goal is to provide real-world based experiences, interaction with industry representatives, hands-on interactions, and soft skill preparation to enter the workforce. By developing awareness of career opportunities students will establish specific career pathways.

**Focus: Expand utilization of Center for Workforce Development and Education to align training and education to business needs.**

The Center for Workforce Development & Education is committed to developing employer's greatest asset... their employees. In the ever-evolving and expanding world in which we live and work, employees need to constantly train and retrain just to keep up, let alone get ahead. Through organizational assessment and gap analysis the Center provides customized training and related education in alignment with business needs. The Center staff is much more involved with academics by not only awarding credit for noncredit training, but also providing credit through customized academic programs to meet industry needs. This has allowed the Center to become a more complete workforce development provider by interacting more with all other functions within Edison State including student services, academic departments, and marketing as an example.

**Focus: Establish additional student-to-worker programs****Outcomes:**

- Registered Apprenticeship Grant
  - Awarded \$65,000
    - Coordination
    - Tuition
  - Hired Director of Apprenticeships and Work-based Learning
- Edison State Works Business Partner On-Campus
  - 2017 Fall Semester
    - McDonalds 8/30
    - Crown 8/31
    - Abbott 9/18
    - Evenflo 9/19
    - Abbott 9/21
    - Staffmark 9/25
    - McDonalds 9/27 (Darke County)
    - Marias Technology 10/5
    - Abbott 10/16
    - Abbott 10/19
    - Atlantis Sportswear 10/26
    - Tim Horton 11/2
    - Abbott 11/9
    - Marias Technology 11/27 (Piqua and Darke County)
  - 2018 Spring Semester
    - Custom Staffing 2/13
    - IForce Staffing 3/22
    - Primerica 4/5
    - ConAgra 4/5
    - Chic-fil-a 4/10
    - Western Southern 4/19
    - Marias 4/24
    - IForce Staffing 5/1
    - SEW Eurodrive 5/2
    - Integral Manufacturing 5/2

**Measures:**

- Student to Work Experiences
  - Flex 65
  - Independent 32
  - Internship 118
  - Lecture Associated 236
  - Practical 20
  - Apprenticeship

**Focus: Expand utilization of Center for Workforce Development and Education to align training and education to business needs.****Outcomes:**

- Contracts for customized training: 21
- Number of companies served: 56
- Number of employees trained: 546
- Technical Training
  - 5th Year Apprentice
  - CNC Operator
  - GD & T
  - Tech Online Assessments
  - Tech Online courses
  - Shop Practices & Measurements
  - Maintenance Basics
  - Mechanical Systems
  - Hydraulics & Pneumatics
  - Basic Electricity
  - Industrial Controls
  - Advanced Industrial Controls
  - Programmable Logic Controllers
  - Advanced Programmable Logic Controllers
  - Robotics
  - 38 technical courses at KTH offered
- Computer Training
  - Microsoft Office Outlook, Excel, PowerPoint, Word
- Supervisor Training
  - Supervisor Leadership Fast Track
  - Peer Today, Boss Tomorrow
  - Communicating for Leadership Success
  - Resolving Workplace Conflict
- Supervisor Leadership Next Level
  - Coaching for Peak Performance
  - Delegating for Results
  - Driving Change
- Team Leader Training
  - Communicating for Leadership Success
  - Building & Sustaining Trust
  - Making High Quality Decisions
  - Driving Change
  - Adaptive Leadership

- Developing Yourself & Others
- Executing Strategy at the Frontline
- Other Programs
  - English as a Second Language
  - Enrolled Agent Test Prep
  - SHRM Certification Prep
  - Fire Team Testing
  - Law Enforcement Testing
  - Seminar for HR Professionals
  - STNA Training
  - Ed2Go Online Courses

**Measures:**

- Customized Training Courses Converted to Credit:
  - 13 students in CNC Operator Training (91 total credits)
  - 6 different courses at KTH, some with multiple registrations (51 total credits)
  - 1 student at Emerson for apprenticeship program (21 credits total)
  - 2 students at Cargill for Tech Online program (34 credits total)
    - Total credits awarded: 218
- Number of credentials awarded through conversion of customized training:
  - In progress
    - Emerson employee has earned 12 of 31 credits needed for the Automation & Robotics Certificate; 18 credits of 61 needed for the Automation & Robotics Associate Degree
    - Two Cargill employees have earned 15 of 31 credits needed for the Automation & Robotics Certificate; 21 credits of 61 needed for the Automation & Robotics Associate Degree

**Industry Feedback:****Allison Nicole Wasson, Site Manager, BASF, regarding training all employees on Microsoft Outlook:**

BASF made the transition from one email provider to another about a year and a half ago. Some of our workforce was familiar with Outlook, but most were not. We did not offer any training at the time of the change. After using the program for a while, we knew we needed to offer some form of hands on training to our employees.

BASF has been eager to develop a partnership with Edison State for years. We wanted to find someone local to create a training program and present the training to our staff. After a little investigating, we discovered that Edison State had exactly what we were looking for and this was our opportune moment to work together.

Edison State solved our problem by creating a custom training program that fit our needs perfectly. They worked with our shift schedule, provided hands-on, on-site training which made it very convenient for our employees to attend during the work day. The training content delivered was exactly what we needed to be able to improve our skills with this program. Edison State's solution was unique because they brought in a qualified instructor to present the classes on site. This training would not have been possible without this accommodation. They also customized their training to match the different skill levels at our site.

The impact your service has had on our organization will be long lasting. We have almost had 150 employees attend this training. We have received fantastic feedback about how beneficial the training has been. We appreciated how flexible Edison State has been with our schedule. We have had to change the schedule a few times and Edison has adjusted each time. We also really appreciated that Edison State came to our facility to present the trainings.

This experience has been fantastic. We assumed we would need to make several adjustments after the first training because we had never done this before, but everything was so well planned that we never had to do this. Throughout the weeks of training, we have had several requests to provide training on other programs. We look forward to more collaboration with Edison State in the near future!

**Jeff Huddleston, Director of Administration, KTH, regarding technical courses offered onsite:**

We were looking for an alternate provider for our Technical Skills Program. As an Edison State Alumni, I am familiar with the quality of your program and your instructors. After realizing we needed an alternate provider for our Technical Skills program, we reached out to the Business and Industry Center to see if Edison State could help us out. Working with Peggy Wiggins was a pleasure. She took the time to understand our challenges and constraints and worked to provide a solution that met our needs.

Edison provides two alternating instructors on-site to deliver a wide variety of classes. The courses are self-paced and offered at times to cater to all three shifts of associates. Peggy and her team took the time to understand our needs and to mesh them with the standard processes at Edison. Furthermore, they provided realistic deadlines and worked toward achieving them. Keith Barga and the other instructors have a deep desire to teach and to help others learn. This positive attitude has helped to stir interest in our associate's to further their education.

## MIDMARK CORPORATION

**“WE WERE HAVING DIFFICULTY IN FINDING SKILLED EMPLOYEES TO GROW OUR BUSINESS AND PRODUCTIVITY.”**

THEY TURNED TO EDISON STATE COMMUNITY COLLEGE AND TOOLING U-SME FOR SOLUTIONS.

**COMPANY-FUNDED CNC PROGRAM CUT TRAINING COSTS AND TIME IN HALF.**

**Challenge:**

- ◆ Midmark Corporation wanted to train incumbent workers – specifically in CNC but was worried about ongoing production, time constraints and cost
- ◆ The training needed to meet the needs of a variety of workers including those with a high aptitude for learning and those that were complete novices

**Solution:**

- ◆ Edison State Community College and Tooling U-SME came up with a solution within three months of request
- ◆ Edison State Community College and Tooling U-SME listened to Midmark Corporation training goals and in conjunction with their maintenance manager, created a partnership to build a customized program for CNC training
- ◆ The solution was to allocate 4 workers per session, allowing for a minimum loss of production time and take 6 months to complete awarding 7 credit hours at Edison Community College along with TU-SME Certificates of Completion

**Results:**

- ◆ This program saved Midmark Corporation over half of their anticipated investment by cutting training time from 12 months to 6 months
- ◆ Program started in 2011 and has continued to successfully train Midmark employees every semester through fall of 2016, for a total of 31 employees
- ◆ Additionally, in 2012, Edison Community College created an identical Open Enrollment program which catered to the general public or small manufacturers that only needed 1-2 workers in a class
- ◆ Because Tooling U-SME is online, class size does not matter so no one will be turned down due to low enrollment

This program can be designed and customized for any manufacturing training needs.





MAY 2018 UPDATE

**BUILT FROM PASSION MADE FROM METAL**



CNC Operator Training for **Raymath**

## Raymath

Located in Troy, OH, Raymath provides a one-stop shop for a wide range of fabricated and metal parts. Like most companies today, they are looking for individuals to hire with strong skills in machining and tooling. Additionally, they also develop the skills of their current employees by enrolling them in Edison State's CNC Machine Operator course, as well as the Supervisor Leadership series offered through Edison State. This strategy will help them build a strong workforce for today and well into the future.

**WHAT WE'RE UP TO—MAY 2018 COMPANIES TRAINED**

**Orbis Corporation:** provides reusable plastic containers, pallets, dunnage and bulk systems. 25 employees from facilities in Osage City, KS, Menasha, WI, Toronto, Canada, and Urbana, OH; completed labs in the Mechanical Systems Tech Online blended learning program.

**Weaver Eggs:** a 3rd generation family farm featuring grain production, a feed mill, and egg production and processing in Versailles, OH. On site ESL training for 20-25 employees.

**Datwyler Sealing Solutions:** leading supplier of customer specific sealing, closing, and packaging solutions. Advanced PLC lab, 1 employee.

**KTH:** sales and Manufacture Automotive Parts; facilitating learning in 27 different Edison State courses related to maintenance mechanic or die maintenance; 44 students since August 2016. May: 1 registration for 3 credit hours.

**Emerson:** they combine engineering and technology to develop HVACR and infrastructure solutions. We proctor exams for apprentices and provide continued training for their 5th year apprentices.

**Midmark:** makes medical, dental and veterinary products and provides related services; 4 employees in CNC Operator Training; each will earn 7 academic credits.

**Ramco Electric Motors:** contract manufacturer for stators, rotors, and rotor shaft assemblies for use in industrial, commercial, military, and aerospace applications. Supervisor Leadership program, 7 Team Leaders.



CENTER FOR WORKFORCE DEVELOPMENT & EDUCATION

BY THE numbers

**8** COMPANIES

**111** EMPLOYEES

**434** CREDIT HOURS  
EARNED SINCE JULY 2017

For details on how Edison State can assist your company, call **937.778.7816**