

2015 Impact Statements

Alber Enterprise Center

Heart of Ohio Extension Education and Research Area

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The mission of Alber Enterprise Center, located in Maynard Hall on The Ohio State University Marion campus, is to enable employers throughout Ohio to build internal strengths and remove obstacles for success through customized programming in leadership development, continuous improvement and innovative culture. Our experienced consultants are dedicated to individual and organizational goal achievement. The staff consists of a program director, three program managers, a program coordinator, an information associate and an office administrative associate. There are no faculty appointments.

ADVANCING EMPLOYMENT AND INCOME OPPORTUNITIES

- One of the 41 employers that Alber Enterprise Center served this year is Uni-Grip, Inc., of Upper Sandusky, Ohio. With over 50 years in manufacturing, Uni-Grip, Inc., has been one of the most respected companies within the trim and seal sector. Their products have been used by numerous manufacturers, and their seals have been featured by John Deere agricultural vehicles and Caterpillar heavy equipment. Alber's program manager, Frank Gibson, conducted a needs assessment in January 2015 with Uni-Grip's president, Ken Jenkins. Together they outlined a series of programming with the goal of mitigating minor setbacks in efficiency, reduced sales and quality inconsistencies to become a more high performance organization. By April, the Alber Enterprise Center's trainers and consultants provided Uni-Grip's staff with Excel training and Quality System Management (QMS) implementation that led to the recertification of ISO (International Standardization Organization) with Smithers (Registrar). A few impacts to the organization after eight months of intense focus on change were identified as:
 - 50 percent reduction in weekly scrap.
 - 2.4 percent increase in yearly sales.
 - 83 percent reduction of past due orders in four months.

- improvements in staff's knowledge and awareness in all of these areas.

Jenkins commended Gibson and the Alber Enterprise Center consultants for helping the company in taking action to maintain and improve QMS and to track measurements of key performance indicators. Gibson praised the company's leadership commitment, which he said was definitely a major factor in these favorable trends. This included the president's and owners' acceptance of the need for change as well as managers who have taken action to implement these changes.

According to the *2015 Manufacturing Perception Study* by The Manufacturing Institute and Deloitte, "a strong manufacturing industry is fundamental to our nation's economic prosperity. ... Investments in manufacturing have a strong multiplier effect for the broader economy, too. Every \$1 spent in manufacturing adds \$1.37 to the U.S. economy, and every 100 jobs in a manufacturing facility creates an additional 250 jobs (or for every 1 job in manufacturing creates 2.5 jobs) in other sectors."

- Alber was awarded one of the OSU CARES Seed Grants 2014–2015 for their "Planning Foundation for Development of Skilled Workforce in Advanced Manufacturing" initiative. The center's focus was to increase employability within the manufacturing sector among young adults and among unemployed and underemployed adults. Working closely with economic development centers in the four-county region (Crawford, Hardin, Marion and Wyandot), Alber Enterprise Center developed a 30-question comprehensive questionnaire completed by eight targeted manufacturers. According to the center's grant report, the "talent situation" is the manufacturing industrial sector's dire need for skilled and highly skilled talent necessary to sustain this industry and provide economic growth. Our research indicates that the manufacturing industry will grow steadily in the surveyed four-county region; employers reported they will have 600-plus jobs to fill within the next five- to six-year period.



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Some of the solutions we proposed to the “talent situation” include:

- forming the Alliance Talent Information Hub, an alliance of employers and educational institutions to share skills requirements.
- creating a regional talent certification system with National Association of Manufacturers’ Approval/Validation of the Alliance certifications.
- “blended” talent development architecture that integrates expertise in education, training and experience.

Program manager Frank Gibson and Alber Enterprise Center Director Myra Wilson presented a webinar about the grant project to North Central Regional Center for Rural Development (NCRCRD).

- Other projects serving 979 participants throughout Ohio enabled organizations to build their internal strengths and remove obstacles to ensure success with specialized resources and customized educational programming orchestrated by the Alber Enterprise Center. Topics included the following.
 - Organization consulting services: the BRIDGE Issue Management Facilitation, needs assessments, environmental compliance auditing, quality assurance auditing and safety compliance auditing.
 - Assessments and surveys: customer service and job skills assessments, employee turnover surveys in the long-term services and support industry.
 - Focus group on future of Ohio long-term services: helping seniors age successfully and receive elder care support.
 - Leadership development: executive coaching, executive leadership workshop and training, front line leadership training and coaching.
 - Employee skills development: industrial job mastery training and certification, problem-solving training, safety training, shop skills training for entry-level new hires, Lean Six Sigma training and certification and office software training.