

SUMMER 2024

# PRECISION

## MANUFACTURING

JOURNAL OF THE MINNESOTA PRECISION MANUFACTURING ASSOCIATION

# *Pathways to Success*

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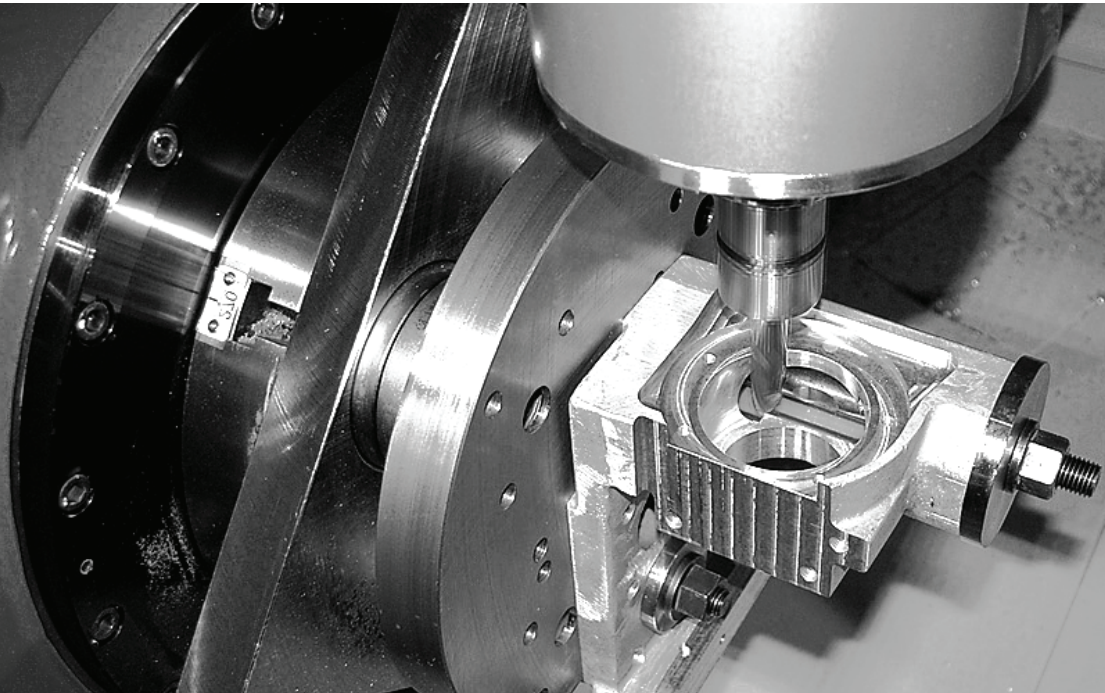
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# Travel Reflections: Steve's Trip to Germany

European and American manufacturers face similar challenges — with different approaches.



**STEVE KALINA**  
President/CEO  
Minnesota Precision  
Manufacturing Association  
steve@mpma.com

Dear valued members,

As MPMA embarks on a new era with Drive for Five, Minnesota Manufactured, Pipeline Dual-Training grant and many other initiatives, I want to highlight a recent experience that shed some light for me on the directions we're taking in US workforce development.

Thanks to a generous offer from Spinner North America, and my good friend Salim Awad, I was able to visit Spinner's open house in Sauerlach, Germany in April. What a great opportunity to see machine design and build at its best and meet the frontline workers assembling the machines.

I was able to experience some cool new technologies they're launching in addition to visiting the beautiful Bavarian countryside (I even enjoyed a few pretzels and schnitzel along the way)! But the biggest takeaway from my trip was the opportunity to learn about Spinner's robust apprenticeship program as well as the overall German model.

I met Robin Buchsein, a graduate of Spinner's Apprenticeship program who is now the North American Sales Manager, and he walked me through the program.

Most of the fundamentals of the German model are no different than the ones we employ in the United States. The difference is, they are simply further ahead in the process.

**Here are a few key takeaways:**

- No, Germany does not dictate what path each student takes!
- German students' high school ends earlier than in the US, and their career path begins around 16-17 years old.
- German students, along with their parents, decide whether they'll go to university or into the skilled trades, military service, or civil service.
- Training in the trades in Germany, unlike the US, is not reliant upon the schools so much as it is on apprenticeship with employers.
- German technical schools are merely for teaching fundamentals, whereas the hands-on training occurs on the job.
- Though we are doing on-the-job training (OJT) and apprenticeship in the US, Germany is simply doing it in a more wide-spread and systematic way. Whereas only top manufacturers in the US follow this model, it's the norm in Germany.
- The approach generally involves a multi-year rotational apprenticeship where trainees cycle through several weeks on the job and a week or two at the technical school.
- German manufacturers face the same challenges as we do of engaging youth in skilled trades, and figuring out how to get them to pursue skilled career paths.

Again, I want to thank Spinner for their hospitality and generous support for my trip. Other than layovers in Europe with a military escort, this was my first exposure to Europe and a once-in-a-lifetime opportunity.

As many of you know from conversations with me over the past few months, the new opportunities MPMA has are more than just exciting for our organization. They are also personally meaningful and exciting for me.

I feel so blessed to have the opportunity to take many of the initiatives we've sought out for years. Now we have the staff and resources to drive them forward in a robust and significant way.

Best,

*Steve Kalina*

Steve Kalina 



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## Navigating New Technologies



**LAURENT DECONINCK**  
Board Chair  
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ldeconinck@  
machining-technology.com

Dear members,

The summer is already in full swing and IMTS is just around the corner. MPMA has been hard at work to develop a plan to promote our trade with the Drive for Five initiatives. Our goal is to keep increasing awareness of our trade, help recruit new students for trade schools, and ultimately increase the pool of workers for our members. During the summer we will have multiple events and we hope to see you there: Trap shooting, a soccer tournament, and the MN State Fair.

After the State Fair, it will be time to prepare for IMTS. I am personally excited to go this year and check out any new and interesting technologies. Here at MT, we started using AI to program our mold inserts and plates. I was really surprised by how much time we have gained by using this technology. It took a while to train, but once we got over that hurdle it is quite impressive the time saving we have noticed. Hopefully at IMTS we can see more AI in the machines to help troubleshoot alarm codes. My favorite is when the machine says "Spindle alarm" and in reality, it is a bad fan.

Finally, I wanted to say thank you to all our members for being part of our organization. We have made a lot of progress in the last few years to have a bigger voice at the capitol to promote our trade, and I am very excited for the next few years with the resources we have now available.

Best,

Laurent Deconinck PM



MINNESOTA  
— MANUFACTURED —



# What is Minnesota Manufactured?

- **Purpose:** MN Manufactured is a state-wide campaign of the college system, industry, and communities, to promote skilled manufacturing trades
- **Goal:** Create a unified front from which students, parents, teachers, and industry professionals share the same message
- **Strategy:** Utilize banners, print media, digital marketing, and events to form a trustworthy, cohesive movement
- **Outcome:** If we team up to raise awareness, we have a unique opportunity to grab attention of young people, and excite them about the great careers in manufacturing

## Want to get involved?

Consider displaying a "We are MN Manufactured" banner/window cling and join us at the following:

- Outreach at community and sporting events
- Exhibitor at Minnesota State Fair
- Minnesota Wild manufacturing nights
- And more to come!



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# Celebrating Scholarship Winners

Get to know the 15 students who received \$2,000 scholarships from MPMA and our partners



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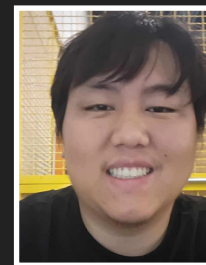
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## Catelin: Sunbelt & True North Scholarship

Last year, I was looking to start a career and was interested in welding. I took a semester of classes and decided I liked it, but I wasn't sure I wanted to do it all the time. I ended up getting a job at Wilson Tool International doing laser etching and haven't looked back. My goal is to get on a machine after a year of schooling and be able to learn on the job while also going through my second year of school.



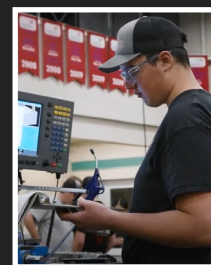
## Chue: Waffensmith Family Omnitoool Fund Scholarship

I've always had an interest in how things are made and the extensive processes in creating a functioning part from raw material. I am currently attending both Anoka Technical College for the AAS in Quality Technician and Applied Engineering at Bemidji State University. I hope to grow and learn the engineering aspect of manufacturing in ensuring quality parts for customers. In the future, I'd like to give back by teaching at a college.



## Mason: Waffensmith Family Omnitoool Fund Scholarship

I love spending time outside, playing football, baseball, and hunting, fishing, and camping throughout my time in school. I began working with my dad at Mold Tech when I turned 16 and really enjoyed it. I plan to attend Alexandria Tech next fall for their two-year Machine and Tool program. My long-term plan is to continue working in the machining field after graduation.



## Noah: Marianne Thielen Scholarship

I became interested in manufacturing because of my grandpa and three uncles who are machinists. After touring Alex Tech, I dove into machining head-first by working part-time at my uncle's shop and starting my first year in the program during my senior year of high school. I see myself finishing my second year of the program and starting full time at my uncle's shop as a CNC Machinist where I will program, set up, and run all my own parts.



## Alicia: MPMA Education Foundation Scholarship

I am a rising junior at The University of Wisconsin-Madison majoring in Mechanical Engineering with a minor in Entrepreneurship. My career aspirations lie in engineering within medical device manufacturing, driven by a desire to increase the quality of life for others. My mom owns Mold-Tech Inc., a precision injection mold shop where approximately 80% of their molds support medical devices. After working here part-time for four years, I have seen first-hand the precision and hard work that goes into designing and building these molds.



## Lars: Waffensmith Family Omnitoool Fund Scholarship

Growing up, I always enjoyed spending time in my dad's shop making things, whether useful or not. He got me interested in machining by spending time with him in the shop and showing me the possibilities of machining. This coming year will be my second studying machine tool technology at Alexandria Technical College. In twenty years, I would like to own a small machine shop.





**Ethan: Sunbelt & True North Scholarship**

I grew up in the country where I enjoy riding snowmobiles and four wheelers and shooting archery. My interest in manufacturing came from working at a local company where I gained experience in machining, leading me to pursue a degree in Machine Tool Technology at Alexandria Technical and Community College. I hope to see myself down the road enjoying my career as a machinist learning new technology and advanced knowledge in new techniques of the trade.



**Mason: MPMA Education Foundation Scholarship**

Growing up, I was unsure of a career path, but my brother-in-law introduced me to machining at Graco, which led me back to school. I am currently working full-time at Graco, and I am transitioning from a role of assembler to machinist intern as I progress through my coursework. After graduation, I plan to begin my career as a machinist at the company. In my free time, I enjoy spending time with my family, including my niece and nephews.



**Nathan: MPMA Education Foundation Scholarship**

My dad is a residential re-modeler, so I've grown up making and fixing things with my hands. In high school, I decided to pursue a career in the STEM field, but ideally in a more hands-on manner than a standard engineering route. I chose to enroll in the machining program at Dunwoody, because I believed that this trade gave me that opportunity. In my free time, I enjoy riding mountain bikes, playing Ultimate Frisbee, and maintaining my well-worn F-150.

**Congratulations to all of our scholarship recipients, including those not pictured:**

- **Gavin:** Sunbelt & True North Scholarship
- **Addicus:** Sunbelt & True North Scholarship
- **Amiri:** Sunbelt & True North Scholarship
- **David:** Waffensmith Family Omnitool Fund Scholarship
- **Greta:** Waffensmith Family Omnitool Fund Scholarship
- **Peter:** MPMA Education Foundation Scholarship



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# Pathways to Success

**In a world that's going digital, young voices and industry innovators are getting hands-on to shape a new face for the manufacturing.**

By Jaimee Barnhart

Andy Angel, Small Engines and Welding teacher at Centennial High School, reviews a project with a student



Students in Andy Angell's Small Engines and Welding class at Centennial High School aren't likely to be found watching a Powerpoint or cramming from a textbook on a typical school day.

Instead, Angell said, his goal is for students to be as hands-on as possible, practicing the real-life applications of what they learn on a daily basis.

On a typical day, students are split up into rotating groups that focus on different aspects of manufacturing, including welding, CNC machines, manual mills, and machining. At the end of each class, Angell said, the students have a round-robin discussion to talk about what worked and what didn't.

"We've been lucky enough to get to do some really cool projects with the help of local companies that have supplied us with material donations and tooling for our machines," Angell said. "That has opened up a lot of opportunities for the kids to do hands-on projects and try out new ideas."

An Andover native, Angell has always been passionate about trade education. In his 12 years teaching at Centennial High School (the only school he's ever taught at), Angell has morphed what was once an elective-only technical education class into Manufacturing Pathways, a four-year program that prepares high school students for a career in manufacturing.

Once students graduate from the program, they'll have an OSHA-10 certification, which shows they've gained mastery of safety and health standards in the general industry workplace. As they continue to grow, Angell said, he'd love if the program could offer additional certifications in technology like Computer-Aided Design (CAD), Computer-Aided Manufacturing (CAM), and National Institute of Metalworking Skills (NIMS) which would set students up for even further success.

## Future Faces

The program is still relatively new — its first round of students are still working their way through its four courses, which ideally provide them the opportunity to have a hands-on manufacturing experience in each of the four years of high school, Angell said.

"The goal is that once they graduate, they've got the skills that they need to jump into training at an entry-level job," Angell said. "Ultimately, the primary goal here is to spark interest and get kids really excited about all the different

a basic understanding of the [machines and techniques], and then we design our own projects and [practice the skills he's taught us]."

Tyler's classmate, Dylan, has always loved working with cars and even has a part-time job at an auto shop. Dylan said he's been able to apply what he's learned about welding to his job there, which has sparked an interest in how the automotive and manufacturing industries go hand in hand.

"When I first started taking the class, I thought, 'Oh, it's probably just gonna be some welding,' but it's a full experience and you get to go into everything," Dylan said. "You can pretty much weld and create anything you want."

Dylan said he's found a lot of satisfaction in being able to create something out of raw materials in Angell's classroom.

"I love having the ability to take something like a sheet of metal and turn it into a 3D object, like a tractor bucket or some random square piece of aluminum and turn it into a steering component," Dylan said.

## Beyond high school

One thing Angell hopes his students will come away from his class with is the knowledge that there are endless opportunities within the manufacturing field, he said.

Junior Danny is still surveying his future career options, but he's interested in some alternative career paths within the field, including underwater welding.

"This program opens up so many opportunities for us," Danny said. "When I joined freshman year I had no clue I would be passionate about this, and I didn't really have an outlook yet for life after high school. After going through this program, I have my heart set on multiple different goals, and I owe that all to Mr. Angell and this program."

Danny's father, Tom, echoed that Angell has made a huge difference in Danny's high school trajectory.



CHS student Tyler programs a CNC mill

opportunities there are in manufacturing, and help them find their way after high school."

For students like Tyler, the manufacturing pathway has been a career-shaping experience as he's discovered new passions that are fueled by his natural gravitation toward engineering and math. After taking one engineering class with Angell, he decided to take another manufacturing course his senior year.

"Mr. Angell helped us learn to walk so we can run," Tyler said. "He gives us



“Ultimately, the primary goal here is to spark interest and get kids really excited about all the different opportunities there are in manufacturing, and help them find their way after high school.”

- Andy Angell

“Danny’s got a lot of really great teachers at the school, but I do think that Mr. Angell has been one of those shining stars,” Tom said.

Tom, who works in the corporate world, has always encouraged all three of his sons — Danny included — to pursue a career they are passionate about. He’s loved seeing Danny get curious about

a variety of career paths. To parents whose kids are interested in taking a manufacturing pathways course like the ones at Centennial, Tom says, “Do it.”

“I think every kid should take classes in the trades — and right now there’s far too many boys doing it and not enough girls,” Tom said. “We all touch engines every day, regardless of whether or not we work in the manufacturing field, and we should know the basics and fundamentals of how they work.”

Angell’s class is all about that real-life application aspect. After years of being a “squeaky wheel” sharing about the benefits of classes in the trades with administrators, Angell said, his dream of preparing his students for life after high school is finally gaining momentum.

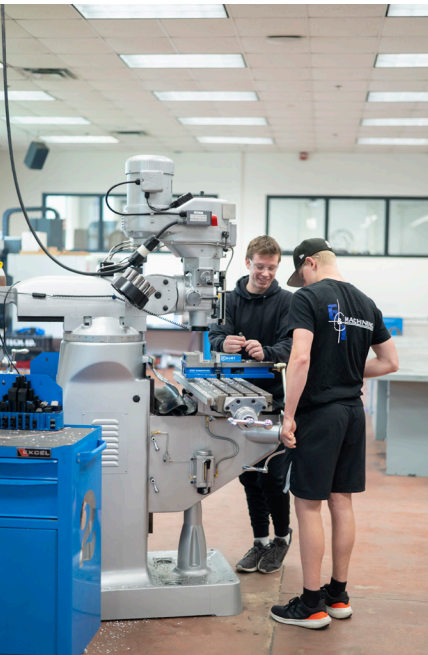
“I really hope they see that they have endless opportunities in the area of manufacturing if they choose to go that route,” Angell said. “I try to create problem solvers in my class — there’s millions of ways to do anything, and I try to create an environment of learning.”

And, as Angell pointed out, there’s never a shortage of things to learn in the manufacturing space.

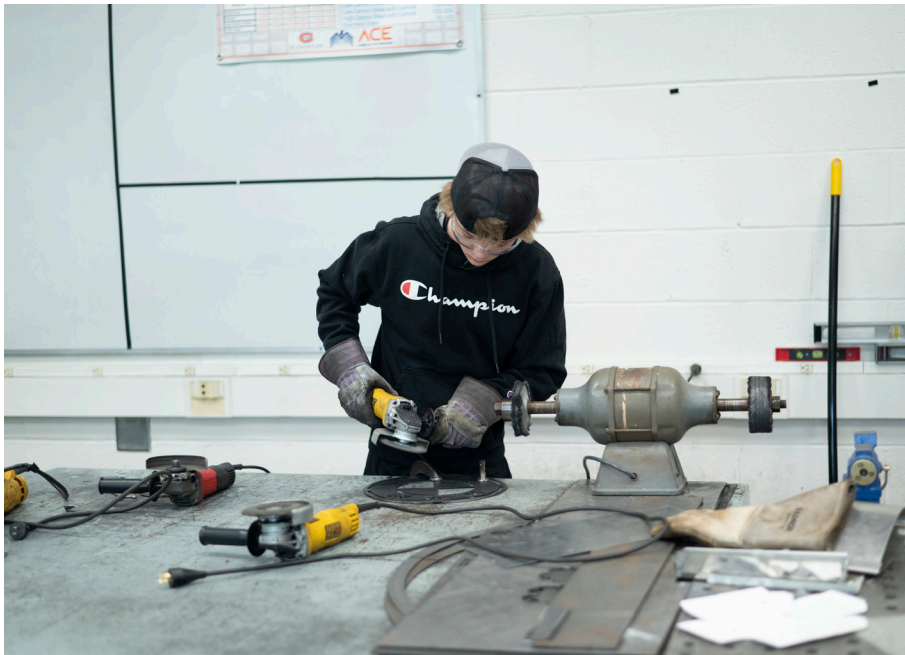
“We could only do a limited version of what we do without the help of local companies and manufacturing communities around Centennial,” Tyler said. “We get a lot of help and assistance from businesses just right down the road that have donated sheet metal, tools, and helped facilitate the projects we get to do.

“Until we’re given a shop and material to practice with, it’s all just a concept in our minds. We can learn all the theory we want, but once you step into that shop and make your first part or your first engine, that’s when the spark goes off.”

To learn more about partnering with the Manufacturing Pathways Program at Centennial High School, contact Ben Fuller, assistant principal, at [bfuller@isd12.org](mailto:bfuller@isd12.org). [PM](#)



Students in Mr. Angell’s class work with a manual mill, thanks to donations from the MPMA Education Foundation, rms, PackEdge, Twin City Fab, and MC Metal Fab.



A student in the Manufacturing Pathways Program finishes his final project of the school year

Photos by Emma Gottschalk

# Future Face of Training

As the new generation of manufacturers enters the workforce, new technologies continue to emerge and bring another dimension to safety and job-site training.

Virtual Reality (VR) is no longer limited to creating an immersive video game experience. Companies like VictoryXR and Transfr are redefining the use of VR, Augmented Reality (AR), Mixed Reality (MR) and Extended Reality (XR) technologies by applying them in educational settings, from the classroom to the workforce.

John King, Director of Higher Education at VictoryXR, says that while many people initially view VR as cost prohibitive, its ability to make information (i.e. lessons or job training) more accessible to a larger audience actually makes it cost-effective in the long run.

“Take for example a frog dissection in a high school biology class,” King said. “Buying frogs to dissect for all of your students in all of your classes can get expensive. But if you can move that experience into VR, you’re still getting the desired value out of that exercise while reducing the overall cost.”

In the context of manufacturing, VR is particularly promising in terms of potential on-the-job training applications.

“There are a ton of opportunities for asynchronous training for everything from welding to carpentry, where your employees can get a real, immersive grasp of what their new job will actually entail,” King said.

Dave Kornecki, Workforce Development Coordinator for MPMA, is particularly drawn to the excitement VR technology can help create around choosing manufacturing as a career, he said.

“You always remember your first VR experience,” Kornecki said. “This is both an opportunity for our industry to up-level our manufacturing training, and an opportunity for us to share with everyone else what we do and what our jobs look like.”

For Kornecki, the possible uses of VR in the manufacturing industry are endless, and could include offering micro-certifications through VR, which could help make manufacturing education even more accessible regardless of demographic background or income level.

“This technology really has implications for every generation,” Kornecki said. [PM](#)

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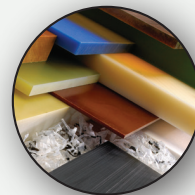
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**Jerry Dillon, EDM Tech Center**



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# Preserving the Family and the Business in a Succession

By Melissa DeBilzan



Fresh out of law school, Craig Howse's first client was an entrepreneur who wanted to pass the family business on to his children. At the time, Howse focused on what he knew best: governance and taxes. He drafted a buy-sell agreement, recommended insurance, structured an estate plan to minimize taxes, and checked off all the legal documents required.

Yet something was missing.

In the years that followed, Howse observed a number of family businesses struggle after transferring hands, even with top-notch legal and financial advice. The difference, he came to realize, was the readiness of the next generation of leaders. Whether they were promoted from within or stepped in as outside buyers, many new leaders seemed to lack the training and coaching needed for their new roles.

So Howse began walking alongside family business owners to help them navigate relational complexities involved in transition planning. In 2019 he

founded Conext, LLC to transition leadership from one generation to the next.

"Anyone can sell a company," Howse said. "The key to succession planning, however, is identifying and coaching the next generation of leaders. Having an outside perspective is helpful and can be a safe space for really sensitive or difficult discussions."

Transfers of family businesses can be more complex than publicly traded companies, he said. That's because the business affects the family and the family affects the business. Family businesses tend to have long-term perspectives. Additionally, they're driven by purposes beyond short-term profits.

"A sale is not a succession plan," Howse said. "But it is possible to sell to a family member or key employee, structure an ESOP, or have some combination of those and still leave a legacy. The key is to begin planning as early as possible."

Conext works with privately held companies before, during and after transfer of ownership.

## Powering the Future

Tucked behind the brick wall of a popular fast food chain is a small, custom-built metal cabinet made by American Midwest Power in Plymouth, Minnesota. Inside are columns of gauges and switches designed to measure the amount of electricity being used by the pop machine, cash registers, lights, drive-through signage, and more.

The company's products, which include large switchboards, stand discreetly at many popular landmarks, such as CHS Ballpark, the Minnesota Zoo and the state Capitol. Quietly, they monitor and regulate a tremendous amount of electricity through complex switch panels. Each one is custom designed and built.

American Midwest Power is owned by Cindi Dingmann and Tami Reitzner.

With their own retirement on the horizon, the sisters began stepping back a few years ago.

In 2018 the shop's longtime general manager left the company. On the brink of a major expansion, the owners needed

*"Anyone can sell a company. The key to succession planning, however, is identifying and coaching the next generation of leaders. Having an outside perspective is helpful and can be a safe space for really sensitive or difficult discussions."*

Craig Howse, Founder of Conext

to identify someone with a unique set of qualities to step into that role. They reached out to Conext for guidance because they had worked with Howse as their attorney in the past.

Over the next few years, Conext worked to recharge the company's employees and mission. Their business coach at Conext was Tim Owens, who has a track record of building effective management teams. He collected feedback from every employee, from the janitor to managers, to strengthen the company's organizational culture. He also helped them clarify their vision and values as part of the strategic planning process.

Ultimately, Owens recommended the creation of a senior leadership team, composed of four individuals, to replace the general manager. Through coaching, leadership assessments and other tools, Owens identified a broad set of leadership qualities that would benefit the company.

All four managers have different areas of strength and knowledge. One is an electrical engineer who is good with numbers. Another has excellent interpersonal skills and is passionate about teamwork. While some have more experience than others, all received one-on-one coaching, and continue to receive coaching as needed. As a team, they make decisions about hiring, firing, budgeting, purchasing, sales and other major operations.

"We didn't want just one person making all the decisions any longer," said Vice President of Operations Kevin Rudek, who was selected to be on the senior leadership team. "The idea is that we would come to a consensus about decisions that were best for the company. That process has been working really well for us."

Rudek went on to say that he's been able to apply many of the professional skills he's learned in his personal life. "I'm a better communicator now," he said. "Even my family has noticed a difference in the way I handle conflict. I've definitely seen an attitude change in others at the company as well. I have nothing but positive things to say about Conext."

The future looks bright for American Midwest Power. Collectively, the senior leadership team's ideas and decisions have launched the company into new and

emerging markets. As owners, Dingman and Reitzner are gradually stepping away from day to day operations.

"Conext has helped us develop and implement a succession plan that will carry us right into the future," Rudek said. "Their assessment, senior leadership workshops, and one-on-one management training have been invaluable."

One of the biggest mistakes companies make, according to Howse, is not carving out enough time for transition planning. That's because it can take a few years to assess and develop the next generation of leadership.



"Generally, owners should spend years preparing for a major leadership transition," Howse said. "It takes a lot longer to identify and equip new leaders than it does to handle the legal and financial aspects of a sale. We understand the unique and sometimes complex dynamics of family ownership. And we want to help families and businesses continue to succeed." PM

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# How to Use SMS Marketing to Increase Event Attendance

By Dave Meyer, BizzyWeb



Events are a powerful way to connect customers to your brand and build a lasting network. That is...if you can get people to actually show up. With the massive amount of virtual and in-person events taking place every single day, that's easier said than done. Your audience is busy - and we all know how easy it is to sign up for an event, but how hard it can be to attend. It's easy to forget, get distracted or just decide it isn't worth the effort.

SMS marketing is an effective tool to cut through the noise and help increase event attendance - if used correctly. Used wrong, it's just another distraction that will get blocked out by your audience (figuratively or literally). Done well, thoughtful messaging can effectively convert "I'll show up if I remember" into "I can't miss this."

### How to Use SMS Marketing to Increase Event Attendance

#### Before the Event: Early Bird Offers and Exclusives

Engage your existing audience with special deals just for them. Offering an Early Bird deal to your existing contacts can boost ticket sales and encourage early registrations. Early Bird offers can be as simple as a discount on ticket prices or a special promotion/add-on.

Additionally, you can segment your audience and send exclusive registration perks to reward customer loyalty. Existing customers who register using your SMS link could get a goodie bag of free swag, or an invite to a customers-only networking group.

#### Before the Event: Confirmation and Reminders

Once someone signs up for your event, SMS is a powerful way to ensure they don't forget to attend. Texts often command attention far better than email, so you want to use SMS strategically to capture their attention but not create irritation.

I recommend keeping it simple with 3 texts: a confirmation text once they register, a reminder the day before and a reminder the day of the event. This will keep your event top of mind, without overwhelming registrants.

When you send that final day-of reminder text, you can also send vital information attendees may need. For virtual events, include a link to the webinar (or remind them to check their inbox). For in-person events, include parking and venue information. This way, you're not just reminding someone to attend - you're also providing value. This will make your audience more likely to remain subscribed to your SMS communications.

#### During the Event: Schedule Reminders

You can also use SMS during your event to help keep attendees engaged, in the loop and on schedule. A word of caution for this section: this is the area where it's easiest to cross over from "helpful" to "annoying" and start seeing unsubscribes. I recommend utilizing SMS marketing during events only for events that last longer than 1-2 hours and involve multiple speakers and/or sessions. A typical 30-minute webinar doesn't benefit from SMS marketing during the event - it often only serves as a distraction.


For longer events, try SMS marketing to let people know when sessions are changing, which speakers are coming up and where attendees need to go. The immediate nature of SMS makes this a better option than email for that instant communication. You can also send polls or surveys in-between sessions to gauge interest and keep your audience engaged. Time your texts so you're sending them in between sessions and not while speakers are presenting (and of course, only send to attendees who have given permission to receive notifications).

#### After the Event: Useful Content and Future Events

After the event, you can use SMS marketing to get feedback, show appreciation and promote your next event. After your event, send a thank you text to attendees - you can include a link to a feedback survey or relevant downloads. For those who registered but didn't attend, you can send a "sorry we missed you" text with a link to watch the recording of the webinar (or a link to an upcoming event).

*Pro tip: stick to one link per text. You want to keep messages streamlined with only one action for someone to take.*

A few days after the event, you can send a follow-up text with an invite to register for your next event. This is close enough that your event is still fresh in their memory but not so close that you're sending multiple texts in one day.

SMS marketing can be a fantastic tool for promoting your event and following up with registrants to increase attendance. Use these tips to ensure you're striking the perfect balance of the right message and the right time—and not overwhelming your audience so they unsubscribe. 



## Welcoming New Members to MPMA!

- **FactoryTwin**, based in Hopkins, MN, hosts a dedicated team of computer scientists, data engineers, and experienced industry professionals committed to transforming the manufacturing industry.
- **Micro Weld**, located in Maple Grove, MN, is a precision welding service provider focused on micro welding on plastic injection molds, tool molds, medical devices, and more.
- **Paperless Parts**, based in Boston, MA, is a secure estimating and quoting software for manufacturing that empowers shops to make smarter, faster, more informed decisions.
- **C-Axis Inc.**, located in Hamel, MN, manufactures critical to function components for medical devices including; implantable medical devices, bone screws, and cardiovascular and neurological based devices.
- **American Global Standard**, based in East Sandwich, MA, is an ISO registrar with over 25 years of experience assisting manufacturing and service industries in their quest to remain competitive in the global marketplace.
- **Industrial Tool Inc.**, located in Ramsey, MN, is an industry leader in designing and building workholding fixtures, turnkey engineering, custom machines and robotic automation systems.

## Students Graduate from Learn & Earn Program

We recently celebrated advanced manufacturing graduates from the Learn & Earn program in partnership with Ramsey County, Goodwill-Easter Seals, and St. Paul College! These young adults completed a rigorous 10 months of training, and are ready to join the workforce.

## MPMA Receives Workforce Development Grant

MPMA is thrilled to announce the reception of a Minnesota Dual-Training Pipeline grant to support 25 employees through further schooling. Students will be paid to attend training, and courses are covered by the grant. New this year, participants will have access to additional funding to overcome barriers in the way of their careers, such as transportation, basic needs, and child care.

Interested MPMA members have already been assigned to the grant, so if you're not included in that group, please look for more opportunities next year, or ask us about other ways to get training support.

## Complimentary Training from VisonOne

VisionOne is offering complimentary HR, Training, DEI and M&A Readiness Assessments in Quarter 2. Please email [Nicole@VisionOnePerformance.com](mailto:Nicole@VisionOnePerformance.com) to book yours now!

## Dynamic Group, Inc. Employee Nominated for Leadership Award

Nick Ernst from Dynamic Group, Inc. was nominated for the inaugural "Emerging Leaders Rising Star" award presented at American Mold Builders Association annual conference. This award recognizes outstanding growth, leadership and/or contributions by an emerging professional. Dynamic Group, Inc. was also awarded the 2024 City of Ramsey's Business of the year. Congratulations on these milestones!



## Stampings of MN Receives Prestigious Small Business Award

Stampings of Minnesota, a distinguished woman-minority owned business, is thrilled to announce they have been awarded the prestigious Lockheed Martin MFC Exceptional Small Business Award for 2023. This honor recognizes the company's outstanding performance, innovative contributions, and unwavering commitment to excellence in the aerospace and defense industry.

## Concept Advanced Manufacturing Solutions Recent Acquisitions

Concept announced that its recently acquired companies, American Calibration and Inspection Engineering have reached milestones in expanding their offerings to precision manufacturers across the United States. "We've collaborated to adopt best practices from every Concept company, share resources, standardize operating procedures and adopt enterprise software, which benefits customers across our market area," stated Concept CEO, Andrew Hecker.



## Minnesota Manufactured Updates

### Manufacturing Night at the Wild

Join us at the Minnesota Wild for Minnesota Manufactured night this fall! More information is coming later this year.

### Meet Two Key Team Members for MN Manufactured

We're excited to introduce you to two key team members working on the Drive For Five, Pipeline, and Minnesota Manufactured initiatives. Dave Kornecki, Workforce Development Coordinator, played a critical role in obtaining MPMA's most recent grants. Myrika Schneider is our new Minnesota Manufactured Project Manager, and will be a driving force for the campaign. You'll hear from these two soon about ways to get involved in the movement.

### MN Manufactured Youth Outreach Activities

Minnesota Manufactured has been busy at St. Croix Soccer Club tournaments and the Minnesota State High School League Trap Shooting Tournament. Volunteers connected with students about careers in manufacturing while showing off some cool tools of the trade.

**MN Manufactured will also be at the State Fair!** If you, an employee, or a student you know, would like to volunteer in the MN Manufactured booth (a great way to utilize your employee volunteer program!) please scan the QR code.



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- Jeff Swenson, President of Assurance Manufacturing

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- Blake Pendzimas, Founder of BP Metals

## Completed Transactions



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## Booth #236064

**North Building, Level 3 - Automation**  
Company CEO Dr. Vivek Saxena will be speaking on "Practical and Affordable Factory Digital Twins for SMEs" on September 10th, 2024 at 3:15 pm in room W193-A.

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## Booth #135600

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**Contact Jessica Miller at 612-321-4390  
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**International Manufacturing  
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**Shoot for Scholarships**  
Wednesday, October 2, 2024  
Time: 11:00 am – 6:00 pm  
Minnesota Horse & Hunt Club



**Celebration of Manufacturing**  
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**MN Manufactured  
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