

1. People Powered Lean: Providing Welders and Fabricators to Meet Production Needs in Small Manufacturing Plants

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Introduction

Training Modernization Group has developed and implemented a People Powered Lean Program focused on providing qualified welders to meet production needs in small and mid-sized manufacturing plants. This program is focused on providing welders in the right skills, in the right numbers, at the right time to improve the business performance of the corporation.

Procedure

Our process is to conduct a Lean Event around the Acquisition, Hiring, Orienting, and Initial Training of new employees.

1. Integrating the Company Hiring Process using the local Department of Employment Services.
2. Developing a Skills to Task Map rooted directly to the Manufacturing Value Stream and Cell Maps.
3. Developing an Employee Depth Chart enabling leader for more efficiently re-allocate people based upon production needs. Modernizing the New Employee Orientation Program
4. Developing an Cell Training Program to include Welding Training Program.
5. Developing a Return on Investment Model and measuring performance of the system.

Follow-on tasks include developing career maps, employee performance evaluation systems, embedded Opportunity for Improvement System, all within the context of a Life Cycle Skills Development Program.

It is all about creating a Human Capital Support Program for small manufacturing plants based upon supporting the business needs..

Results and Discussion

The presentation will follow on the extremely successful presentation at AWS 2005 in Dallas with updates form several other applications of the program within small and large manufacturing plants. It will include an actual case study of the People Powered Lean Program within a Welding Manufacturing Plant in the United States.

Conclusions

This program can be implemented within any small to mid sized manufacturing plant with welding as a core skill.