



CBI NEWS

the newsletter for business and industry training

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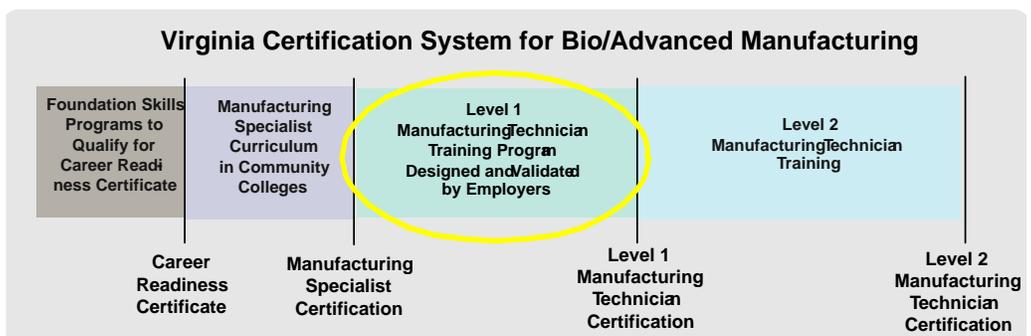
CBI Salutes Manufacturing in Smyth & Washington County

On October 3, CBI hosted the second annual Manufacturer's Appreciation Luncheon at the Virginia Highlands Small Business Incubator. Guest speaker for the event was Ms. Sheryl Bryan with the Virginia Bio/Advanced (VABio) Manufacturing Workforce Project. Ms. Bryan shared with the audience that work is currently underway in a partnership between VABio and the Virginia Manufacturing Association (VMA) to address current and growing shortages of qualified job applicants in the field of manufacturing. "We've created a joint initiative known as VCATS (Virginia Council on Advanced Technology Skills) to look at providing a systemic response to the shortage of advanced manufacturing technicians across the state of Virginia," said Ms. Bryan.



(Sheryl Bryan with VABIO)

Ms. Bryan went on to describe three elements of the project. The first is to develop a system establishing skill standards, assessments, and a certification for technicians (see chart below). The second is to publicize careers in technology-intensive and manufacturing, and work through the VEC to recruit and pre-screen qualified workers. The final element is to develop and demonstrate an innovative competency based training program for Level 1 Manufacturing



Technicians (circled in yellow on chart). "Ultimately, the goal is to align training programs across the state so that we are speaking with one voice," Ms. Bryan went on to say.

In addition to the presentation from Ms. Bryan, Mr. Robert May, Dean of Science and

Engineering Technologies at VHCC updated the audience on the status of manufacturing related programs, certificates, and degrees available.

The final presenter was Mr. Lynn Veasey, Plant Manager, for Scholle Corporation of Chilhowie, who shared information on Scholle’s “Pay for Knowledge” program. Veasey credit’s the “Pay for Knowledge Progam” with the plant’s success and the growth in their ten years of operation. “This program was designed as a way to improve retention, reduce turnover and cross train our employees,” said Veasey. This win-win program allows employees, on a voluntary basis, to complete a four phase testing process to become “certified” in three different jobs (packer, machine operator, inspector). “It’s win-win,” said Veasey, “because once certified, the employee receives a bump in pay, and the plant benefits because that person is now cross-trained and fills in as needed across the plant.”

Scholle Corporation is celebrating its 10th Anniversary this October. Based on their historical data, since operation began, the plant, which makes syrup bags for Coca Cola, has:

- made 508,000,000 bags which hold enough syrup to make 192,000,000,000 8 oz Cokes
- used 719,114 miles of plastic film – enough to wrap around the equator 28.9 time or make 1 ½ trips to the moon!



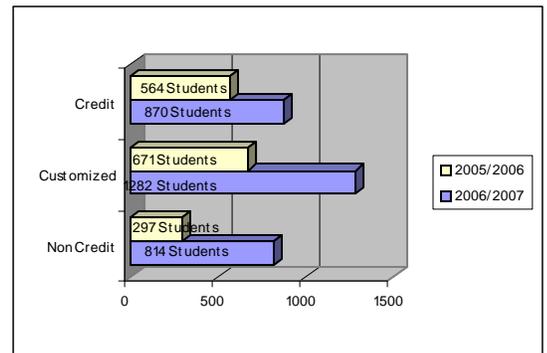
(Melinda Leland presents award to Lynn Veasey, Randy Poe and Grace McCall)

The luncheon wrapped up with the presentation of the CBI Training Partner of the Year Award which was given to Scholle Coporation. The award is given to a company that has worked with CBI over the past year to promote the increase of knowledge and skill development for their employees. During the past year, Scholle contracted with CBI to provide eight training workshops and to administer 195 ACT Workkeys tests to their employees as a part of their Pay for Knowledge program. This represented 11% of the total customized training contracts offered by CBI provided last year. It also represented the training of 35 employees and a total of 216 man hours of training. As a result of this testing, 36 Scholle employees were awarded CRC’s – 10 Gold, 21 Silver and 5 Bronze.

2006-2007 Record Year for Center for Business & Industry

CBI continued to be a valuable training resource for the business community during the 2006-2007 academic year, introducing new courses and customizing programs to fit the specific needs of employers throughout our region. Overall CBI realized a **100%** increase in the number of students served from the previous year. Following are some highlights from the year end annual report:

- CBI served a total of **2,965** students in either open enrollment non-credit instruction, open enrollment credit instruction (continuing education), or non-credit customized instruction.
- A total of 332 classes were offered representing 180 different course titles.
- Ninety-seven different companies were served through CBI instruction.
- Administered 246 ACT WorkKeys Assessments
- Awarded 63 Career Readiness Certificates: 13 Gold, 39 Silver and 11 Bronze



Columbus McKinnon Builds Excellence With Team Work

Columbus McKinnon (CMCO) located in Damascus, Virginia recently contracted with CBI to provide leadership and team building training to over 40 employees. The training was needed to help Columbus McKinnon get four, recently created, operation excellence teams off and running. "We initiated this new process in our facility," said Plant Manager, Keith McCall, "to address specific problems we've been encountering. One major objective of the cross functional teams is to better utilize the salaried and hourly workforce in solving problems they have the most knowledge about."

McCall went on to say, "CMCO and Virginia Hoist have a strong commitment to training. In addition to the recent team training, our supervisors and managers completed a nine week Supervisory Skills program. Many employees have also received Lean training and have worked on lean project teams. Specialized training of individuals is also utilized. Our goal is to become the best global hoist manufacturing plant, and well trained employees can make a difference in staying ahead of the competition."



Working closely with the Columbus McKinnon leadership team, CBI created a series of customized training courses for both team leaders and team members. Team leader training included workshops on Essential Skills of Leadership, Leading High Performance Teams. Team member training included Interaction Skills for Success and Working as a Team. "We have received excellent feedback from employees who participated in VHCC's Operational Excellence training, and our team meetings are more effective as a

result of the skills training" said McCall.

Columbus McKinnon, Virginia Hoist Division, which manufactures electric chain hoists and manual hoists, has been in operation in Damascus since 1969. They currently employ approximately 265 employees in Damascus. Processes include machining, heat treating, painting, sub-assembly and assembly.

Trades Licensure Classes Scheduled for 2008

Effective January 1, 2008, the Virginia State Board for Contractors is requiring all electricians, plumbers, and mechanical tradesmen to attend three (3) hours of continuing education, and gasfitters to attend a one (1) hour course in order to renew a license. CBI has secured faculty to teach these required courses and has classes scheduled for the first quarter (see website for schedule www.vhcc.edu/cbi/).



The intent of these classes is to address code changes that a tradesman must know in order to do the job in compliance with the code that governs their trade.

To register for the class or for more information, please call CBI at (276) 739-2430

CBI to Provide Daycare Medication Certification Training

New regulations from the Board of Nursing and Virginia Department of Social Services now requires that all licensed daycare facilities receive certification in medication administration. Effective January 1, 2008, this certification requires the completion of an eight (8) hour state approved class. CBI has obtained the services of a state authorized trainer to conduct these classes beginning November 17, 2007.



The cost of the class is \$125 per person and class size is limited. To register for the class or for more information, please call CBI at (276) 739-2430.

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Mark Your Calendar for these Upcoming Classes

OSHA Safety Workshops

- **OSHA Construction 10 Hour Certification**
November 12 & 13 4:00—9:00 \$225
- **Electrical Safety/Lockout Tagout/Arc Flash**
November 26 8:00—10:00 \$39
- **OSHA Documentation/Recordkeeping**
December 13 2:00—5:00 \$60

Computer and Technology

- **ACCESS Intermediate**
November 9 9:00—4:00 \$79
- **ACCESS Advanced**
November 9 9:00—4:00 \$79
- **Adobe Photoshop Basic**
November 26 & 28 9:00—4:00 \$79
- **Adobe Photoshop Advanced**
December 3 & 5 9:00—4:00 \$79

To Register or for more information, please call CBI
at 276-739-2430.

**Let CBI Customize a Class to
Meet Your Specific
Organizational Training
Needs.**

**Call 276-739-2496 today to
learn more.**