2015

Des Moines Business Resources (DBR) - DMACC 50th Anniversary

DBR

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For the last 50 years, DMACC has prepared hundreds of thousands of Iowans to go out into the world and accomplish great things for themselves, their families, their communities and our great state. Whether our graduates enter the workforce at one of our Iowa companies or start a successful business of their own, we are proud of each and every one of the people who have passed through our doors on the way to their dreams.

What many people may not know about DMACC is that we also have an entire department of experts (DMACC Business Resources - DBR) devoted to helping businesses and other organizations achieve success. DMACC works with companies, educational institutions, nonprofits, organizations and government institutions in Iowa (and beyond) to help them grow and achieve their goals. By creating customized training programs for current and new employees, helping organizations “lean up” their operations through their workplace lean programs, and providing a whole host of other professional and business development consulting services, DMACC is truly in business for Iowa.

In celebration of our 50th anniversary of serving individuals and organizations in Iowa, we are proud to feature just a few of the many businesses we have worked with in recent history. The articles showcase examples of the variety of services DMACC provides and highlights how Iowa companies have been able to leverage both funding and expertise through DMACC to accomplish great things. If you are interested in exploring opportunities to work with DMACC, please contact Kim Didier with DBR at 515-256-4917 or kmdidier@dmacc.edu.

Here’s to another 50-plus years of serving Iowa business!

Happy New Year,

Rob Denson
President, DMACC

Kim Didier
Executive Director, DMACC

Business Resources
Perficut Site Management, a Des Moines-based full-service site management company owned by Kory Ballard and Matt Boelman, provides year-round site services to corporate campuses, including critical sites such as hospitals, retail locations across Iowa and Nebraska.

"Given the fact that we were critical institutions, we have always believed it made sense to have as strong a commitment to safety as our clients do," Boelman said. "We were particularly interested in finding a way to train high numbers of new incoming employees in an effective way."

DMACC has provided a variety of training to Perficut, including ISO auditing, OSHA, first aid and CPR training.

"The beauty of working with DMACC is that it’s so easy," said Cassie Cimaglia, Director of Process Improvement. "They quickly connect us with everything and everyone we need in terms of training, and their training programs are extremely high quality. Thanks to the training funding accessed through our relationship with DMACC, we’ve been able to create a robust training program without sacrificing other company initiatives."

One of Perficut’s most innovative training projects was the recent creation of a training app, designed by Charlie Wittmack of The App of Things, which the company owns. "Our new training app houses all of our company training videos and can be accessed by computer, smartphones and other devices anywhere. The Perficut training videos on the app cover everything from equipment operation and emergency response to billing and employee culture.

"The new training app wouldn’t have been possible without DMACC," Ballard said. "Our collaboration with DMACC has been outstanding and will truly enable Perficut to safely achieve its growth goals."

Thombert, Inc.

Thombert, Inc., is one of the world’s largest manufacturers of polyurethane wheels and tires for narrow aisle lift trucks. Thombert employs 115 between its two plants, located in Newton and Brooklyn, Iowa. Thombert contracted with DMACC to provide training. The training included setting and communicating clear expectations and ensuring that the supervisors were supporting the company’s culture. Supervisors learned to create and implement a framework through which they could analyze employee issues and enable success. Thombert supervisors also learned to identify different communication styles and practiced the most effective corresponding communication techniques.

"Thanks to our relationship with DMACC, Thombert’s supervisors are much more clear about what they want from their employees, and those expectations are communicated closely to their teams. All of the teams have increased their productivity, and morale among all segments of the plant has dramatically improved," – Mo Lockwood, Manufacturing Manager, Thombert, Inc.

Murphy Tower Service and DMACC Achieve Lofty Training Goals

Murphy Tower Service specializes in building and maintaining wireless and broadcast communications sites throughout the Midwest. In addition, the company develops, implements and maintains customers’ network infrastructure and provides server network consulting.

To meet rapid-growth customer demand, Murphy Tower needed to more than double its workforce. Given the unique job requirements, Murphy was challenged to provide their new employees with very specific and costly technical and safety training. The company also needed to up-skill existing employees to be able to work more efficiently across different departments.

Murphy Tower collaborated with DMACC on several workforce training grant programs that greatly offset the cost of the new training program. Funds were used for a new training room, the addition of certification programs in new lighting systems, advanced safety training, specific certification training on new equipment and more. Grant funds also enabled Murphy Tower to send several employees to "Rose the Trainer" programs both for climbing and for rigging so that the company now has internal trainers available to support a more sustainable and affordable training program into the future.

"DMACC truly partnered with Murphy Tower to help us meet our large short-term training needs. DMACC has also helped us identify other programs and services that will help Murphy Tower continue to grow and achieve its goal of 100 percent customer satisfaction and for all of our employees to arrive home safely."

- Shelly Dietz, Human Resource Manager

Congratulations DMACC on 50 years!
Thanks for your partnership over the years.

– The Accumold Team

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IOWA'S WORKFORCE
Thombert is an advanced manufacturer of polyurethane wheels and tires for the material handling industry. Our products offer customers the lowest cost per hour of use!”

**THOMBERT**

Congratulations to DMACC for supporting Iowa industry for 50 years! All of us at Thombert appreciate your support!

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** Vermee r Corporation Innovative Training Solutions **

Vermee r Corporation produces agricultural and industrial equipment that is built tough, built to perform, built for value and backed by caring customer service. Vermee r has achieved great success in a number of collaborative workforce training efforts with DMACC. Efforts over the years have included welding training, industrial painting training and specific manufacturing scholarship programs. These initiatives have enabled Vermee r to accomplish its workforce goals while also providing outstanding opportunities for Central Iowans.

** Training Future Wilders **

Vermee r knew it could not rely only on recruiting individuals currently progressing through the existing welding training programs. Instead, Vermee r collaborated with DMACC to create its own welding certificate course to train a new population of welders. Vermee r welding experts serve as adjunct professors for the program and get to know the students well, always keeping an eye out for promising future employees.

** Painting the World Yellow **

To achieve that eye-catching yellow color finish, Vermee r uses a very specific liquid electronic paint. Unfortunately the company struggled to find individuals with the right industrial painting training to achieve its color quality goals.

Vermee r partnered with DMACC to create a specific industrial painting program at its Southbridge Des Moines campus. Vermee r even donates paint and spare parts on which students can practice.

** The Future of Vermee r in Good Hands **

Vermee r recently collaborated with DMACC to fund scholarships for four Iowa young people. Two scholarships were awarded to students training in industrial painting and two in machining tool and die. Vermee r has hired all four of the graduates of these programs.

“I can’t tell you how valuable our relationship with DMACC has been. The welding and industrial paint training programs have resulted in close to 100 Vermee r employees. We know that these kinds of quality training opportunities are not only good for corporations like Vermee r; but for our citizens as well. A number of the [DMACC] new employees that Vermee r hired from the [Scholarships] are making $17–20 an hour and they are now making $18–22 an hour. This has a significant impact on our community and the state of Iowa,” said Rich Kacmarynski, Talent Acquisition Lead.

**Xpanxion Leverages Iowa New Jobs Training Program to Create Custom Workforce Solutions**

WITH eight locations in five states, an offshore office in Pune, India, and more than 550 employees, Xpanxion provides software development services and on-site consulting to companies worldwide. In 2011, Xpanxion opened a new 50,000-square-foot facility, and from 2011 to 2015, the company has more than tripled the size of its workforce.

Xpanxion needed custom training specifically pertinent to its new employees’ job activities and available to employees at their workstations, on their schedules.

DMACC created two six-week video training programs that employees could complete at their own pace. These custom videos can be used over and over again by Xpanxion to accommodate ongoing training needs.

“Our training partnership with DMACC has enabled us to get our new employees up to speed on the skills they needed to be successful in their new roles and to help Xpanxion continue to grow,” said Rob Fee, Xpanxion Director of Iowa Operations.

DMACC– Closing the IT Diversity Gap

Central Iowa companies are experiencing a critical shortage of information technology (IT) application developers and there is also a notable lack of diversity. DMACC and a group of Central Iowa employers responded to address these shortcomings through the creation of the Diversity in Application Development (DIAD) program.

The first DIAD program focused on training female employees to be Java programmers.

“The DIAD program provides a unique opportunity for individuals interested in expanding their technical skills to advance in their careers,” said Lot Smith, Assistant Vice President with Principal Financial Group. “The goal is to help prepare more IT professionals in the local market to meet the growing demand for IT talent.”

“Learning about Java will provide me with an understanding of the technical possibilities and challenges associated with the various systems we use every day,” said DIAD participant Erin Harvey, currently a business analyst for GuideOne Insurance. “I feel so fortunate to work with a company that recognizes the importance of women in technology and who is looking to change that stereotype by taking action and joining forces with DMACC to create an amazing technical program for women.”

The companies that have partnered with DMACC and are committed to supporting and monitoring the women participants include:

- Nationwide Insurance
- Principal Financial Group
- Farm Bureau Financial Services
- Workiva
- GuideOne Insurance
- Farmers Mutual Hail Insurance
- Discovery Learning
- Greenland Mutual Insurance Co.

Planning is currently underway for future DIAD programs focusing on areas such as cybersecurity, agile and customer relationship management (CRM) software. For more information, please contact Curt Buhr at 515-256-4902 or cibuhr@dmacc.edu.

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**DMACC- Custom Publication for Des Moines Area Community College**

**Customized Training**

CUSTOMIZED TRAINING

Means Companies Get EXACTLY What They Need to Succeed

DMACC has established a strong reputation among Iowa companies by tailoring training to suit their businesses and ensuring that the workforce and reputation among Iowa companies are exactly what that company needs to succeed.

**Thombert**

“Another great example of how DMACC and Iowa are moving forward on meaningful, job-creating STEM initiatives.”

Iowa Lt. Gov.
Kim Reynolds

Xpanxion even donates paint and spare parts on which students can practice.

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**Customized Training**

<customized training>

**DMACC**

**Celebration Section 2016**

*www.dmacc.edu*
Accumold – Piloting Innovative Workforce Solutions Through the DMACC Scholars Program

Accumold®, a high-tech manufacturer of precision micro, small and lead frame injection molded plastic components for markets that include medical, micro optics, micro electronics, automotive and military applications, piloted the first DMACC Scholars Program in 2006 by sponsoring a student in their DMACC Machinist program. The second year, it supported a Tool & Die Making student. The program has since expanded to robotics and information technology.

For its part, Accumold receives access to motivated students who possess a wide range of skills. The company also has an opportunity to discern students’ skills and work habits over time to ensure that the students are a good fit for full-time employment.

“The Accumold scholarship program is amazing,” said Jeremiah Miner, Accumold Scholar (2012 Tool & Die Program). “I was able to learn a skilled trade while at the same time learning the skills of hard work and time management. When I finished school, I got a job working for a great company that is customer- and employee-focused.”

Cline Tool Developing New Talent From Within

Cline Tool in Newton has been designing and manufacturing custom metal cutting tools since 1948 for many industries, including agriculture, construction equipment, automotive, appliance and hydraulic valve controls. “Like most Iowa manufacturers, Cline Tool faces the challenge of finding skilled labor, particularly machinists in the tool & die field,” said Jason Benson, Chief Financial Officer at Cline Tool. “To help meet this challenge, Cline Tool is taking advantage of DMACC’s Scholars program.”

Cline Tool currently has two Scholars working in its machining facility while also attending classes at DMACC’s Ankeny Campus. Within the next 18 months, both young men will graduate from DMACC and will likely become full-time employees of Cline Tool.

Cline Tool has also offered itself of other training grant funds through DMACC to offset new employees’ wages during their training period, saving Cline Tool a great deal of money.

“Here at Cline Tool, it’s been very clear that DMACC truly wants the program to work, and to be successful for our company and for our employees, new as well as our new scholar students,” Benson said.

“Continuing Education and Strategic Consultation Spur Growth for Central Iowa Companies

DMACC provides a broad range of customizable training programs. To increase the affordability of workforce training, in some cases DMACC is able to help companies apply for state training grants. By leveraging these program funds, companies can provide their employees with valuable training that will help them grow in their current positions while helping the company grow its bottom line.

MBS Genetics Achieves ‘Big Company’ Training Goals on ‘Small Business’ Budget

MBS Genetics, LLC, is a highly specialized corporate supplying proprietary corn and soybean genetics for licensing to the seed industry worldwide. Located in Ames City, MBS employs fewer than 40 individuals, yet counts among its customers some of the largest seed breeders in the world.

Given its customer base, MBS was required to comply with the International Organization for Standardization (ISO) requirements for quality management. DMACC has helped MBS fulfill those requirements.

The Workforce Training and Economic Development (WTED) Fund provides Iowa community colleges with annual funding to support new program development and capacity building.

DMACC uses its portion of these funds to promote student success, resulting in workforce gains for business and industry within high-demand areas, including: Advanced Manufacturing, Information Technology, Transportation and Logistics, and Healthcare. Last year, more than half of DMACC’s state allocation impacted career and technical education directly related to preparing individuals for employment as emerging occupations.

Other WTED programs include:

Entrepreneurship & Small Business Assistance
Training/Re-Training
Career Academies (for high school students)

A portion of the WTED funds were also used to develop DMACC’s Workforce Training Academy (WTA), which allowed low-income students to receive free, short-term training.

Latasha Jones, a 30-year-old single mother of five is now an American Welding Society certified welder. Santiago Ramirez transformed from a laid-off concrete worker to truck driver and budding entrepreneur; and Heather Ibarra is on her way to achieving her dream of becoming a Registered Nurse.

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JUNE 14-16, 2016 / SIOUX CITY

THE WORKFORCE TRAINING AND ECONOMIC DEVELOPMENT FUND (WTED) PROVIDES IOWA COMMUNITY COLLEGES WITH ANNUAL FUNDING TO SUPPORT NEW PROGRAM DEVELOPMENT AND CAPACITY BUILDING.

THE WORFECE TRAINING AND ECONOMIC DEVELOPMENT (WTED) FUND PROVIDES IOWA COMMUNITY COLLEGES WITH ANNUAL FUNDING TO SUPPORT NEW PROGRAM DEVELOPMENT AND CAPACITY BUILDING.
Companies Grow Lean. Profits by Getting Accurate and Streamlined Process

Lean process improvement (LPI) is a systematic approach to identifying and eliminating inefficiencies, reducing errors and improving productivity. LPI has been found to be effective in various industries, including manufacturing, nonprofit institutions and even in office processes as well as in a variety of other fields.

DMACC has been a leader in LPI since 2006 and is a recognized leader in the field. While lean is most commonly associated with manufacturing processes, DMACC’s workplace LPI consultants have helped companies achieve significant cost and time savings by addressing inefficiencies in office processes as well as in a number of different industries including educational institutions, manufacturers, government entities, health care, financial services, insurance, information technology and nonprofit organizations.

La Quercia: Achieving Lean Goals on a Tight Schedule

La Quercia, a Norwalk company that produces high-quality artisan cured meats, is one of those great Iowa hidden treasures. Founded in 2003 by father, who owned Scruffy’s restaurant downtown Ankeny, and son, who has a business degree in Computer Science and Business, the company produces high-quality artisan cured meats and is a recognized leader in the industry.

Snow launched his own company, 502 Direct Marketing, in 2003 with a passion to share database marketing methodologies with the marketplace. Last year, Snow received the DMACC Foundation’s Dennis Allbaugh Entrepreneurship Award. "The Dennis Allbaugh Award allowed 502 to be recognized as being a successful small business that makes an impact on the community," Snow said. "DMACC has a far-reaching impact that touches thousands of people on their career journey."

GuideOne would like to congratulate DMACC on 50 years of inspiring young minds.

The Stelter Company – Eliminating Redundant Steps for a More Accurate and Streamlined Process

The Stelter Company helps charitable organizations accomplish their missions by writing, designing, producing and distributing high-quality direct mail newsletters, collateral material and Internet-based products. DMACC helped The Stelter Company find ways to streamline processes in order to shorten customer lead time and to reduce errors and duplicative efforts among different departments.

Twenty percent of the steps in the overall printing production process were eliminated and customer lead time was reduced from six weeks to four weeks.

“Our workplace LPI facilitators showed us that by silencing the subject matter experts within our company, we could gain a better understanding about what needed to be changed to accomplish the results we wanted,” said Steve Ted, Editorial Quality Administrator. “The facilitators brought a fresh perspective and saw things that we ourselves were not able to identify. The impact on our company’s culture and its performance has been game-changing.”

DMP Graduates Business Successes!

DMACC graduates, entrepreneurs, a few of whom are highlighted here, are now producing fascinating products, delicious treats and eats, opportunities to recreate, and services that help older lives succeed.

Peter Ranallo, Owner, Ranallo’s Restaurant

Peter Ranallo, owner of Ranallo’s Restaurant, credits his father’s passion for restaurants for much of his success. Ranallo explains that his father, who owned Scruffy’s restaurant downtown Des Moines, helped develop Ranallo’s appreciation of serving establishments with a warm and welcoming environment.

Armed with a degree from DMACC’s culinary program and multiple years of experience working in top area restaurants, in 2004 Ranallo decided to purchase a restaurant of his own. The bank “looked very seriously,” he said, “not only thanks to my restaurant experience but because of my culinary arts degree from DMACC.”

This restaurant is Ranallo’s 3rd in downtown Ankeny.

“The people are very motivated to enter the workforce quickly,” Ziebell said. “It has inspired me to invent more products to help people.”

DMACC Graduates Business Successes!

Keith Snow, President and Data Scientist, B2E Direct Marketing

Keith Snow, owner of B2E Direct Marketing, graduated from DMACC’s Arpaio Campus in 1990. Snow later graduated from Simpson College with a degree in Computer Science and Business.

“I chose DMACC because I was very motivated to enter the workforce quickly,” Snow said. “DMACC offered affordable classes with a flexible schedule that allowed me to work during the day and get a computer languages certificate by taking night classes. DMACC also made me realize anything is possible with the right education, training and vision.”

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DMACC looks forward to another 50-plus years of helping Iowa businesses achieve success!