



Session FR74
Friday 7-21
1:30-3:00



Manufacturing Training Centers – Sourcing Your Next Employees

How business, education and Industry can work together
to develop your future employees

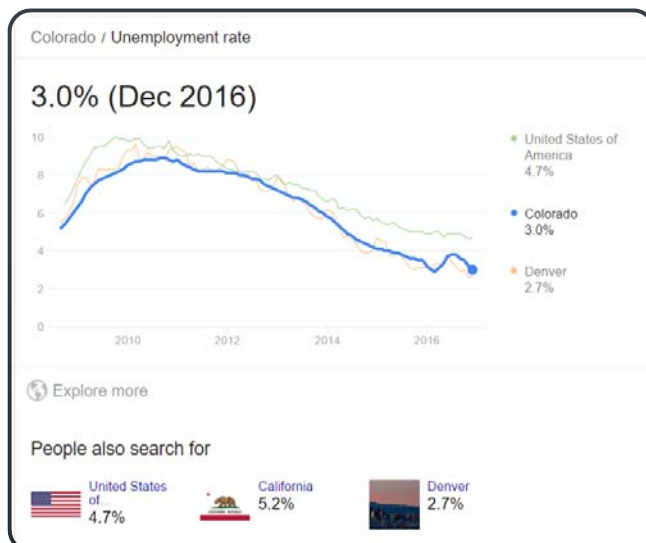
Barry Carson – President Xybix Systems, Inc.

- Manufacturer of ergonomic height adjustable furniture
- Founded 1991
- Markets
 - 911 Police, Fire, medical dispatch
 - Radiology Reading and other medical applications
 - Command and Control Market
 - Consumer / commercial sit to stand tables
- 65 Employees
- 25 on the shop floor, 5 in engineering



Machinery List

- Burkle – 3d Thermolaminator - 2017
 - Biesse Rover A – 5 Axis CNC – 2017
 - Biesse Skill 1536 – 3 Axis CNC – Auto load – 2014
 - Komo – VR510 – 3Axis CNC Router – 2010
 - Biesse Akron 440– Edgebander – 2013
 - 280ft² Downdraft Spray Booth
 - Pillar Machine H49 - Dowel Insert Machine
 - 2 – HP3000 Case Clamps
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- AutoDesk Inventor 2017– 5 seats
 - Woodworking for Inventor 2017– 4 SEATS
 - Solid-CIM 2017– 2 Seats
 - BiesseWorks 2017– 2 seats
 - Router-CIM 2017– 2 Seats



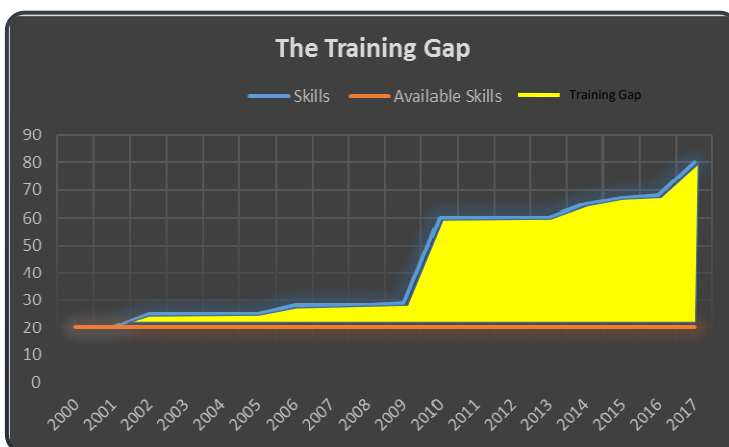
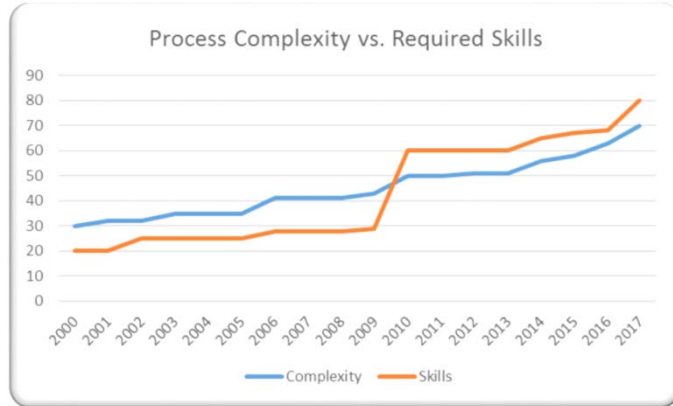
Colorado Employment

- Lowest in the US.
- Wages skyrocketing
- Job Jumpers
- Competition for employees

Evolution of our Shop

With each generation we buy more capable machines and software to continually evolve our products. Machinery shifts that have increased our complexity and required skillset

- 3 Axis CNC Routers and CAM software
- Programmable Edgebanders
- Change of joinery method – Dowel
- Full parametric programming
- 5 Axis CNC Routers and 3D CAM
- 3d Thermolamination
- Processes that involve multiple manufacturing stages



Shop complexity



Available workforce skills



Required Training



Filling the Training Gap

- Internal Training
 - Distracts from Core
 - No Professional Trainers
- Vendor Training
 - Expensive
 - Poor follow-up
- Classwork
 - Expensive
 - More General
 - Future Results?
- Hiring Higher Skilled workers
 - Shorter Ramp Up
 - Better Longevity
 - Fewer learning mistakes



How Training center's can best support us

- Provide a market of highly trained potential employees
- Have a local place for equipment manufacturers to train owners and operators of new machinery
- Provide a flexible local education opportunity for employers to send employees to develop their skills and or work toward a woodworking operator / engineer certificate.
- Allow us to provide higher paying jobs for better qualified individuals





How can we support our Training centers?

- Donate – Materials, equipment and expertise
- direct financial support
- Encourage Equipment manufacturers to participate
- Push for legislation to support and enable training centers
- Work with the Training centers to craft their curriculum to best meet our requirements