

TESTIMONY

ALAN J. BEILY

SENATE COMMUNITY, ECONOMIC AND
RECREATIONAL DEVELOPMENT COMMITTEE
SENATE LABOR AND INDUSTRY COMMITTEE

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REPRESENTING:
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GOOD MORNING LADIES AND GENTLEMEN. MY NAME IS ALAN BEILY AND I AM THE DIRECTOR OF TRAINING AND EDUCATION FOR MCCLARIN PLASTICS IN HANOVER, PA. MCCLARIN PLASTICS IS A PREMIER SUPPLIER OF LARGE THERMOPLASTIC AND FIBERGLASS REINFORCED PLASTIC COMPONENTS PROVIDING PRODUCTION THROUGHOUT THE MIDWEST AND EAST COAST. WE CURRENTLY SERVE CUSTOMERS IN SEVENTEEN STATES AS WELL AS FIVE COUNTRIES INTERNATIONALLY. MCCLARIN CURRENTLY EMPLOYEES APPROXIMATELY 200 PEOPLE AND ANNUAL SALES HAVE GROWN FROM APPROXIMATELY 15 MILLION IN 2000 TO APPROXIMATELY 50 MILLION THIS YEAR.

ONE OF THE KEY REASONS FOR MCCLARIN'S GROWTH HAS BEEN THE TRAINING AND EDUCATION PROGRAM THAT HAS BEEN DEVELOPED UNDER THE DIRECTION OF TODD KENNEDY, OWNER AND PRESIDENT, AND THE MANAGEMENT TEAM AT MCCLARIN. MCCLARIN HAS RECOGNIZED THE NEED FOR A TRAINED WORKFORCE AS A REQUIREMENT TO SUCCESSFULLY COMPETE IN THE WORLD MARKET. AS A RESULT MCCLARIN HAS DEVELOPED A VERY EXTENSIVE TRAINING PROGRAM FOR ITS EMPLOYEES.

THIS PROGRAM HAS BEEN SUCCESSFUL, IN LARGE PART, BECAUSE OF THE PARTNERSHIPS THAT HAVE BEEN ESTABLISHED THROUGH THE WORKFORCE TRAINING EFFORTS OF THE STATE OF PENNSYLVANIA. THE FOLLOWING IS A SAMPLING OF THE COOPERATIVE EFFORTS THAT MCCLARIN HAS DEVELOPED:

WORKFORCE DEVELOPMENT ACTIVITIES:

- **TODD KENNEDY-CHAIRPERSON FOR PENNSYLVANIA PLASTICS INITIATIVE**
- **MCCLARIN IS A PARTNER IN THE ORIGINAL EQUIPMENT MANUFACTURER'S CONSORTIUM OF THE SOUTH CENTRAL WORKFORCE INVESTMENT BOARD AND THE MANUFACTURER'S ASSOCIATION OF SOUTH CENTRAL PENNSYLVANIA**
- **ALAN BEILY REPRESENTS MCCLARIN ON THE SOUTH CENTRAL PA WORKFORCE INVESTMENT BOARD'S MANUFACTURING CONSORTIA STEERING COMMITTEE**
- **MCCLARIN IS A MEMBER OF THE HANOVER AREA CHAMBER OF COMMERCE WORKFORCE DEVELOPMENT COMMITTEE AND WAS A DRIVING FORCE IN THE DEVELOPMENT OF THE HIGH SCHOOL INTRODUCTION TO MANUFACTURING COURSE FOR HIGH SCHOOL SENIORS.**
- **MCCLARIN PARTICIPATED WITH SOUTHWESTERN SCHOOL DISTRICT ON AN ADVENTURES IN TECHNOLOGY PROJECT THAT WAS DEVELOPED THROUGH A MANTEC GRANT AND ENABLED 8 HIGH SCHOOL STUDENTS TO WORK ON A REALISTIC PROJECT WITH MCCLARIN. THIS PROJECT WILL RESULT IN A REAL DOLLARS SAVINGS TO THE COMPANY.**
- **MCCLARIN IS A MEMBER OF THE TECHNOLOGY COUNCIL OF PENNSYLVANIA TRAINING PARTNERSHIP**
- **MCCLARIN WILL BE A PILOT SITE FOR THE DEVELOPMENT OF PLASTICS SKILLS CERTIFICATION PROGRAM THROUGH A PARTNERSHIP WITH PENN COLLEGE AND THE PA. PLASTICS INITIATIVE**

I HAVE LISTED THESE THINGS BECAUSE THEY ARE ALL IMPORTANT TO THE SUCCESSFUL TRAINING PROGRAM FOR MCCLARIN EMPLOYEES. AS A RESULT OF THESE PARTNERSHIPS MCCLARIN HAS BEEN ABLE TO OFFER OFFER FIFTY DIFFERENT COURSES TO ITS EMPLOYEES THAT WILL ENHANCE THEIR SKILLS AND KNOWLEDGE AND WILL ENABLE MCCLARIN TO BETTER COMPETE IN TODAY'S MARKET.

THE FOLLOWING IS THE TRAINING PLAN FOR MCCLARIN PLASTICS FOR 2007-2008 AND ENCOMPASSES ALL TYPES OF TRAINING FOR THE COMPANY. MUCH OF THE TRAINING IS A CONTINUATION OF PROGRAMS ALREADY A PART OF OUR EXTENSIVE TRAINING PROGRAM.

SEVERAL COURSES REQUESTED ARE DUE TO THE NEW BUSINESS ACQUIRED THROUGH THE PARTNERSHIP DEVELOPED WITH GAMESA WINPA. GAMESA DESIGNS AND MANUFACTURES ITS OWN BLADES, ROOT JOINTS, BLADE MOULDS, AND TOWERS FOR WIND ENERGY TURBINES. MCCLARIN WAS RECOMMENDED TO GAMESA AS A PARTNER IN THE BUILDING OF COMPONENTS FOR ITS PRODUCTS. THIS PROJECT

OVER THE NEXT FEW YEARS WILL REQUIRE A MAJOR INVESTMENT IN FACILITY SPACE AND ALSO TRAINING OF EMPLOYEES TO MEET THE DEMANDS OF THE NEW PROJECT. EMPLOYEES WILL NEED TRAINING TO UPGRADE THEIR SKILLS AND TO KEEP PACE WITH THE NEW DEMANDS. THE GRANT FUNDING WILL BE NECESSARY TO SUPPLY THIS TRAINING.

MCLARIN PLASTICS TRAINING PLAN FOR 2006-2008

THE FOLLOWING IS THE PLAN THAT MCCLARIN PLASTICS IS SUBMITTING FOR GRANT CONSIDERATION FOR THE NEXT TWO YEARS. COST FIGURES ARE BEST ESTIMATES.

1. LANGUAGES OF MANUFACTURING:

PROVIDER: MANUFACTURER'S ASSOCIATION OF SOUTH CENTRAL PA
NUMBER OF EMPLOYEES: 60

SECTIONS: 5

HOURS: 3-5

DESCRIPTION:

THIS COURSE ADDRESSES THE FOLLOWING TOPICS: MEASUREMENT, CALIBRATION, SHOP-MATH, BLUEPRINT READING, TESTING, EVALUATION, AND INSPECTION. BASIC ELECTRICAL SAFETY PROCEDURES ARE ALSO INCLUDED IN LANGUAGES. TOPICS ARE REFERRED TO THIS COURSE CONTINUALLY BASED UPON CHANGES THAT HAVE BEEN DONE IN MANUFACTURING. ALL NEW EMPLOYEES ARE REQUIRED TO COMPLETE THIS COURSE WITHIN THE FIRST SIX MONTHS OF EMPLOYMENT.

COST:2000/SECTION TOTAL 10,000

2.MANUFACTURING ECONOMICS:

PROVIDER: MANUFACTURER'S ASSOCIATION OF SC PA

NUMBER OF EMPLOYEES: 60

SECTIONS: 5

HOURS: 3-5

DESCRIPTION:

THIS COURSE IS TAUGHT TO ALL MCCLARIN EMPLOYEES BY MCCLARIN MANAGEMENT PERSONNEL AND COORDINATED BY A QUALIFIED INSTRUCTOR. TOPICS INCLUDE:

1. THE ROLE OF THE COMPANY PRESIDENT
2. THE ROLE OF SALES

3. THE FLOW OF MONEY THROUGH THE SYSTEM AND THE ROLE OF FINANCE
 4. ORDER PROCESSING AND THE ROLE OF ENGINEERING.
 5. THE CONTINUOUS IMPROVEMENT PROCESS AND THE ROLE OF OPERATIONS.
 6. THE CONTINUOUS IMPROVEMENT PROCESS-PART 2.
 7. SUMMARY ON FINANCE
 8. SUMMARY AND EVALUATION.
- COST: 2000/ SECTION TOTAL 10,000

3.PRO ENGINEER WILDFIRE,ADV. MODELING, SURFACE MODELING, CREATING PRODUCTION DRAWINGS, AND FREE FORM SURFACE MODELLING

PROVIDER: PTC UNIVERSITY

NUMBER OF EMPLOYEES: 1

SECTIONS: 5

HOURS: VARIABLE-COURSES ARE TAKEN ONLINE

DESCRIPTION:

THESE COURSES TEACH ADVANCED PART MODELLING TECHNIQUES IN PRO/ENGINEER WILDFIRE 2.0 TO IMPROVE PRODUCT DESIGNS. YOU WILL LEARN HOW TO CREATE AND MODIFY DESIGN MODELS USING ADVANCE SKETCHING TECHNIQUES AND FEATURE CREATION TOOLS.

COST: 3750 TOTAL.

4.ENGINEERING TEAM TRAINING:

PROVIDER: ELSNER ORGANIZATION DEVELOPMENT AND TRAINING CONSULTANTS

NUMBER OF EMPLOYEES: 7

SECTIONS: 4

HOURS: VARIABLE

COURSE DESCRIPTION:

THIS PROJECT WILL BE DONE IN HALF-DAY TRAINING WORKSHOPS AND WILL ADDRESS THE FOLLOWING TOPICS:

STRENGTHEN INTERNAL CUSTOMER/SUPPLIER PARTNERSHIPS;

COMMUNICATION WITH PURPOSE; MANAGE YOUR MEETINGS;

STRATEGIC PRESENTATIONS; MANAGE DIFFERENCES EFFECTIVELY.

COST: 3150 TOTAL

5.FUNDAMENTALS OF SUPERVISION I AND II

PROVIDER: MANUFACTURER'S ASSOCIATION OF SC PA.

NUMBER OF EMPLOYEES-6 PER YEAR

NUMBER OF SECTIONS-1 PER YEAR

HOURS: 3-5

COURSE DESCRIPTIONS:

SUPERVISION I

THIS COURSE IS DESIGNED TO PROVIDE NEW SUPERVISORS AND POTENTIAL SUPERVISORS WITH THE TOOLS NECESSARY TO BEGIN THEIR ROLE IN MANAGEMENT. TOPICS INCLUDE: LEADERSHIP THEORY,, MANAGING CONFRONTATION AND , HOW AND WHEN TO DISCIPLINE,, MANAGEMENT SKILLS, DELEGATION, COMMUNICATION SKILLS, AND CONFLICT STRATEGIES. OTHER RELEVANT TOPICS BASED UPON COMPANY INPUT OR CLASS NEEDS WILL ALSO BE ADDRESSED.

SUPERVISION II

THIS COURSE BUILDS UPON THE TOPICS COVERED IN SUPERVISION I AND IS AIMED FOR PERSONNEL IN SUPERVISORY POSITIONS. CONFLICT MANAGEMENT, BEHAVIOR, PERFORMANCE APPRAISALS, ROLE OF SUPERVISORS ON THE MANAGEMENT TEAM ARE ADDRESSED. CURRENT PROBLEMS OR SITUATIONS FROM THE CLASS ARE INCLUDED IN THIS COURSE.

COST: 3000

6.CCT CERTIFICATION PROGRAM

PROVIDER: CFA

NUMBER: 15

SECTIONS: 1

HOURS: 3-5

COURSE DESCRIPTION

THIS COURSE IS DESIGNED TO PROVIDE EMPLOYEES WITH A BETTER UNDERSTANDING OF THE TOTAL FIBERGLASS REINFORCED PLASTIC COMPOSITES INDUSTRY. THE PROGRAM CONSISTS OF 20 HOURS OF CLASSROOM INSTRUCTION COVERING THE 9 MODULES IN THE CFA/CCT MODEL. SIX TO EIGHT HOURS OF PRACTICUM COVERING SPRAY EQUIPMENT, SET-UP AND OPERATION AND THE PROPER METHODS OF GELCOATING, CHOPPING AND HAND LAY-UP LAMINATION. TWO HOURS

OF CCT TEST QUESTIONS AND 2 HOURS PROCTORED CCT TEST EXAMINATION.

COST: 2500

7.THERMOFORMING:

PROVIDER: PENN COLLEGE

NUMBER: 70

SECTIONS: 5

HOURS: 3-5

COURSE DESCRIPTION

THIS COURSE WILL COVER THE TOPICS NECESSARY TO ACQUAINT ALL EMPLOYEES IN THE THERMOFORMING FACILITY WITH THE NECESSARY CONCEPTS OF THE THERMOFORMING INDUSTRY. THIS COURSE WILL BE DEVELOPED THROUGH PENN COLLEGE AND TAUGHT BY PENN COLLEGE.

COST: TO BE DETERMINED. ESTIMATED 2000/SECTION TOTAL 10000

8.THERMOFORMING/PLASTICS CERTIFICATION PROGRAM

PROVIDER: PENN COLLEGE

NUMBER:70

SECTIONS: VARIABLE

HOURS: VARIABLE

COURSE DESCRIPTION:

A CERTIFICATION PROGRAM WILL BE DEVELOPED TO CERTIFY ALL EMPLOYEES OF THE THERMOFORMING DIVISION.

COST TO BE DETERMINED. ESTIMATED 2000/SECTION TOTAL 10000

9. SET-UP REDUCTION TRAINING

PROVIDER: MICHAEL ROTHMEIER OF SIMPLE SOLUTIONS

NUMBER: 10

SECTIONS: 2

HOURS: 7-3

COURSE DESCRIPTION:

AN INTENSIVE AND FOCUSE APPROACH TO SETUP PROCESS IMPROVEMENT. A CROSS-FUNCTIONAL TEAM WILL EFINE THE SPECIFIC SET-UP PROCESS TO STUDY AS A TARGET. THEN THE TEAM ANALYZES A SPECIFIC PROCESS BY USING VIDEOTAPE AND DIRECT OBSERVATION. THE TEAM UTILIZES LEAN CONCEPTS TO CHALLENGE THE CURRENT PROCESS AND IDENTIFY OPPORTUNITIES FOR IMPROVEMENT.

COST: 7000

10.LEAN MANUFACTURING LEADER, FACILITATOR COACH TRAINING

PROVIDER: MANUFACTURER'S ASSOCIATION OF SC. PA

NUMBER: 8

SECTIONS: 2

HOURS: 8-4

COURSE DESCRIPTION

THIS IS A TWO DAY COURSE TO PREPARE INTERNAL LEADERS TO ADDRESS THE FOLLOWING TOPICS: IDENTIFYING PROJECTS,CHARTERING LEAN CONTINUOS IMPROVEMENT TEAMS, LEADER DUTIES, FACILITOR DUTIES, CULTURE CHANGE.

COST 3000/SECTION-TOTAL 6000

11.SAFETY TRAINING

PROVIDER: COCCIARDI ASSOCIATES

NUMBER: 180

SECTIONS: 4

HOURS 7:30-11:30; 12:30-3:30

COURSE DESCRIPTION:

INDUSTRIAL SAFETY

TOPICS ADDRESSED INCLUDE BUT ARE NOT LIMITED TO THE FOLLOWING: VOIDS IN THINKING FROM THE CORONER'S PERSPECTIVE, WALKING AND WORKING SURFACES, COMPRESSED AIR, LADDERS, EMERGENCY ACTIONS PLANS, POWERED TRUCKS, FIRE EXTINGUISHERS, BLOOD BORN PATHOGENS, HAZARD COMMUNICATIONS, PERSONAL PROTECTIVE EQUIPMENT, MACHINE GUARDING, LOCKOUT/TAG OUT, AND ELECTRICAL SAFETY.

COST: 2500/SECTION-10000TOTAL

10. 5S VISUAL WORKPLACE DESIGN TRAINING

PROVIDER: MIKE ROTHMEIER, MANTEC CONSULTANT

NUMBER: 20

SECTIONS: 4

HOURS: 7:30-3:30

COURSE DESCRIPTION:

TRAIN A CROSS FUNCTIONAL TEAM ON THE ELEMENTS OF 5S KAIZEN PROCESSES AND VISUAL WORKPLACE DESIGN.

COST: 11,250

11. COMPUTER BASICS FOR MAINTENANCE AND OPERATIONS PERSONNEL

PROVIDER: MANUFACTURER'S ASSOCIATION OF SC PA

NUMBER: 15

HOURS: 7:30-11:30/DAY FOR TWO DAYS

COURSE DESCRIPTION:

THIS COURSE DESIGNED FOR MAINTENANCE AND SERVICE TECHNICIANS AS IN INTRODUCTORY COURSE TO THE PC AND WINDOWS ENVIRONMENT, IT OVERVIEWS RELEVANT TOPICS SUCH AS UNDERSTANDING THE BASIC COMPUTER PARTS, TYPICAL WINDOW FUNCTIONS, UNDERSTANDING WINDOWS, AND USING WORD TO ADVANCE UNDERSTANDING OF PCS.

COST: 600/EMPLOYEE-TOTAL 9000.

IT IS IMPORTANT TO SEE THIS PLAN BECAUSE IT DEMONSTRATES THE COMMITMENT TO TRAINING THAT IS REQUIRED FOR TODAY'S MANUFACTURING.

MUCH OF THIS TRAINING COULD NOT BE DONE WITHOUT THE ASSISTANCE OF THE WORKFORCE TRAINING FUNDS THROUGH THE LEGISLATURE OF PENNSYLVANIA. WITHOUT THESE FUNDS COMPANIES THE SIZE OF MCCLARIN WOULD NOT BE ABLE TO OFFER SUCH A COMPREHENSIVE PROGRAM. COSTS FOR THESE COURSES ARE A COOPERATIVE EFFORT WITH A COMPANY MATCH OF AT LEAST 25%. OTHER COSTS FOR COMPANIES INCLUDE WAGES, SINCE MOST COURSES ARE TAUGHT DURING WORK HOURS, OVERTIME, TRAINING HOURS COUNT TOWARD WEEKLY WORK HOURS, AND OTHER EXPENSES.

IT IS IMPORTANT FOR THESE PROGRAMS TO CONTINUE TO BE ABLE TO ATTRACT YOUNG WORKERS INTO MANUFACTURING WITH THE PROMISE OF SKILL DEVELOPMENT ESPECIALLY IN CAREERS THAT DO NOT REQUIRE FOUR YEARS OF COLLEGE. MCCLARIN IS VERY THANKFUL FOR THE FUNDING PROVIDED BY THE LEGISLATURE AND HOPE THAT IT WILL CONTINUE.

I THANK YOU FOR THE OPPORTUNITY TO SPEAK WITH YOU TODAY AND WILL BE HAPPY TO ANSWER ANY QUESTIONS.