



How a Community Campus Solves the Workforce Shortage

Joni George

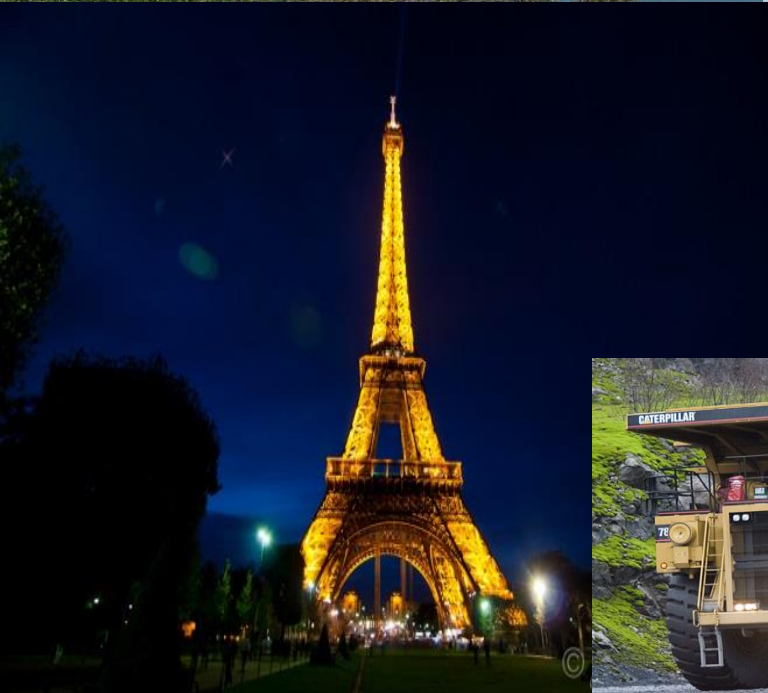
Chief Culture Officer

Climax Portable Machining & Welding Systems



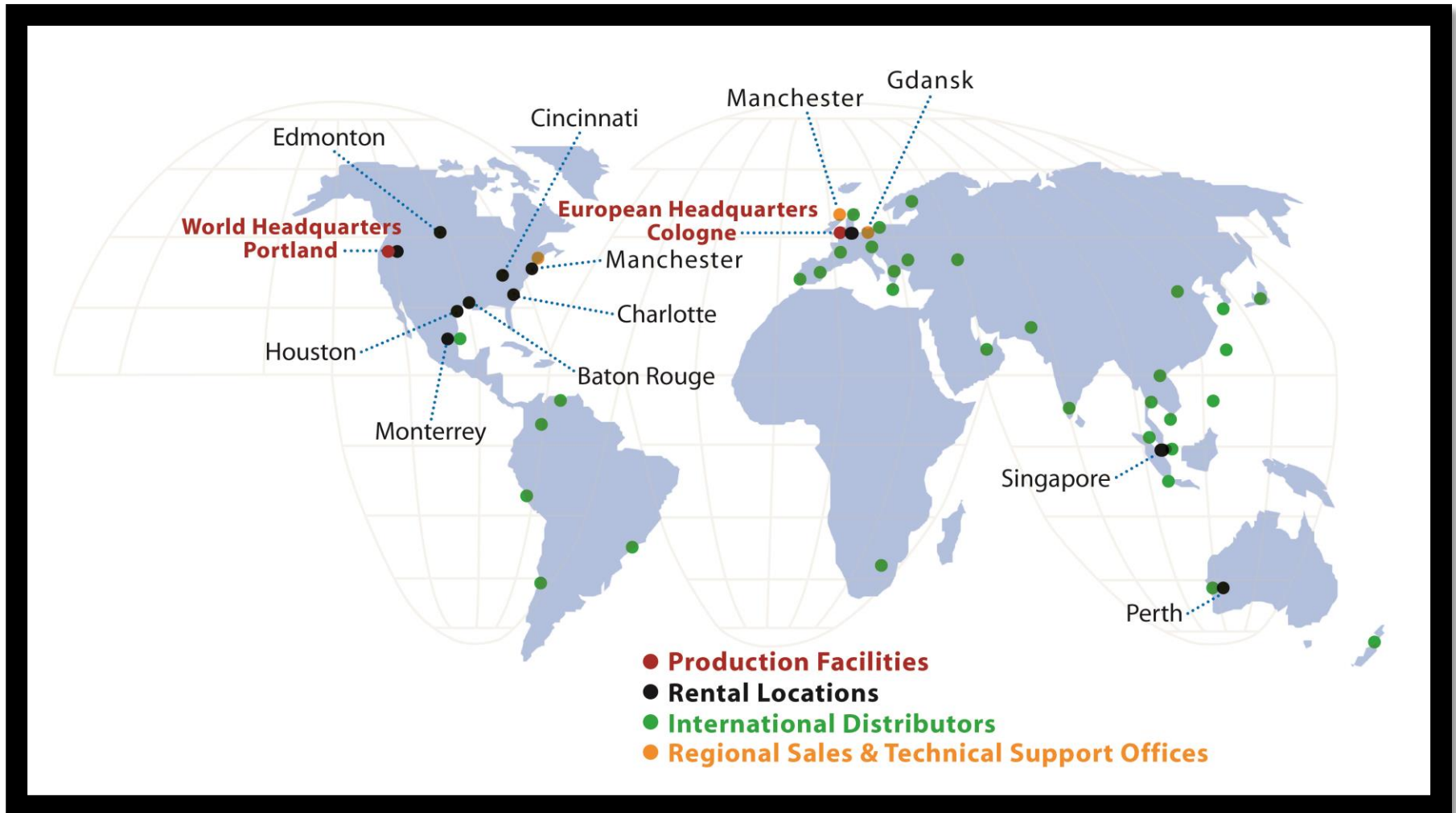


We are the Stewards of Our World's Industries





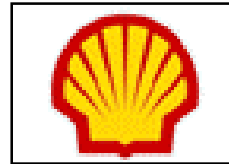
Where We Are





Who We Serve

Who We Serve: *the World's Largest Customers*



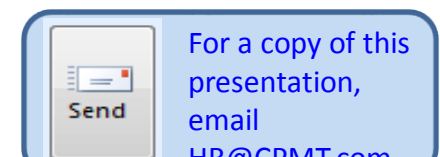


What's the Problem

We Need World-Class People to Stay Competitive

Old Recruitment & Retention Methods Don't Work

Where are the world class people?
Right under our noses!





What's the Answer

Go Beyond Hiring! It is a Game Changer!





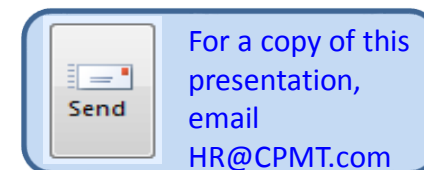
My INTENTION





Expected Results


- Collaboration with Community Partners
- Collaboration with Other Companies to Develop Talent
- Sustainable Return on Investments
- Replication with Other Communities
- Incorporation of Advanced Training in Lean Process Management Along with Innovative and Breakthrough Skill Upgrades for Life Long Learning.

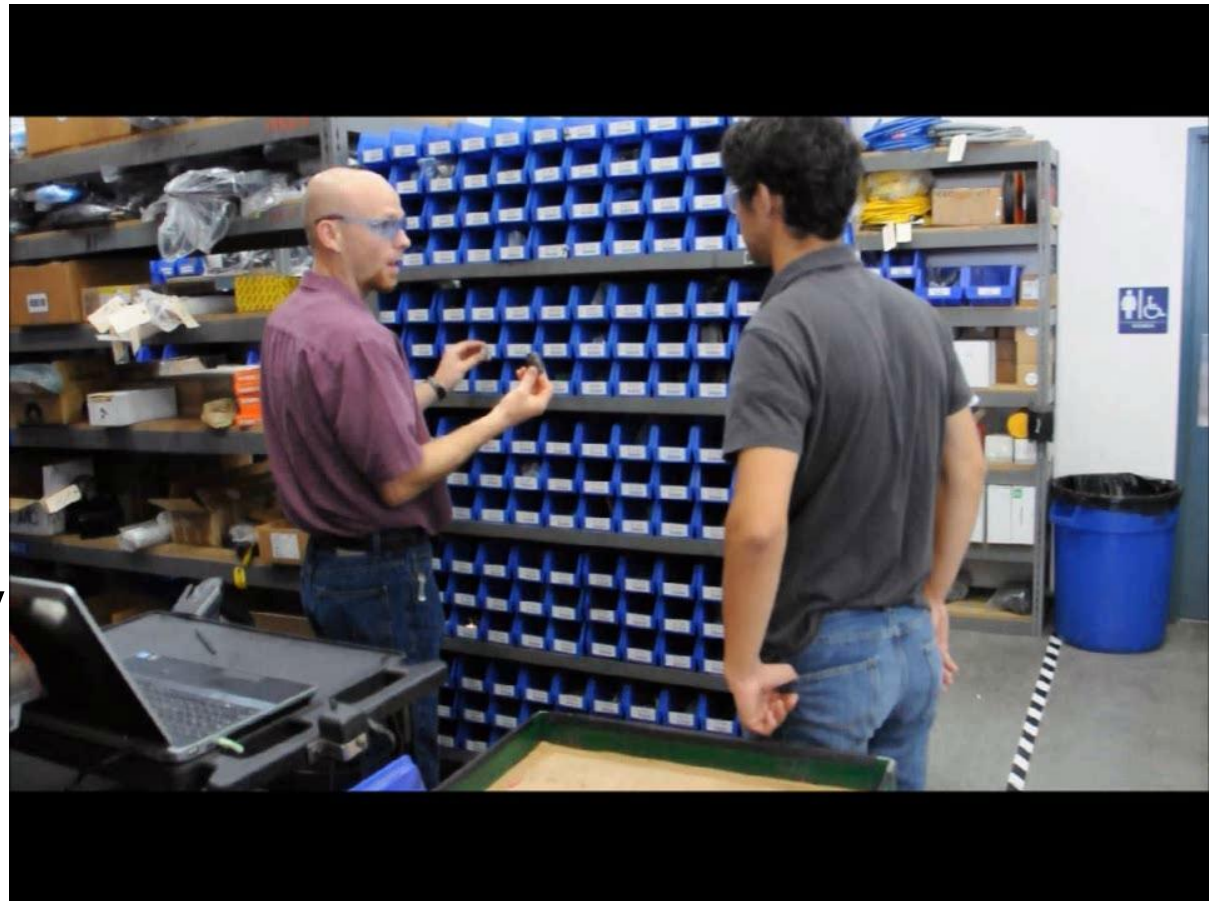




Our Culture is our Secret Weapon

We Are.....

-  Purposeful
-  Learners
-  Innovative
-  Bold
-  Caring
-  Extraordinary

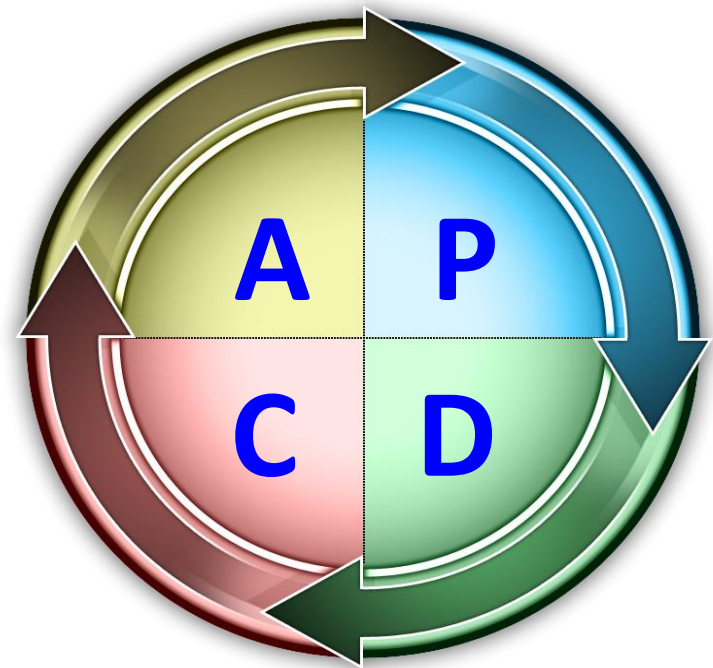




Practices (Tools) We Used

You May See
It As

Vision
Reality
Gap
Concerns
Enrollment
Action
Celebration/Recognition





How We Started

Vision

Reality
Gap
Concerns
Enrollment
Action
Celebration/Recognition





How We Started

Vision

Reality

Gap

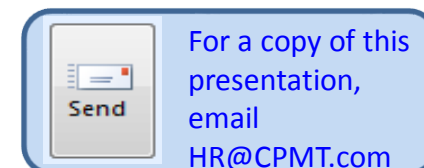
Concerns

Enrollment

Action

Celebration/
Recognition

OUR MINDSET



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presentation,
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How We Started

Vision
Reality

Gap

Concerns
Enrollment
Action
Celebration/
Recognition

- Skilled People
- Immediate Need
- Short Term Thinking

AHA MOMENT





How We Started

Vision
Reality
Gap
Concerns

Enrollment

Action
Celebration/
Recognition

First Year

- Wasn't Easy!
- Started Small
- Employee's Children
- Communicated our Successes



How We Started

Vision
Reality
Gap
Concerns

Action

Action
Celebration/
Recognition

- ROI
- Community Work
- **Impact on Employees, Parents, Interns, Partners**
- New Customers
- Employee Pipeline
- State Funds



How We Started

Vision
Reality
Gap
Concerns

Action

Action
Celebration/
Recognition



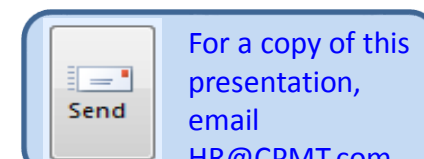


How We Started

Vision
Reality
Gap
Concerns
Enrollment
Action

**Celebration/
Recognition**

} Story Telling!





What Did We Actually Do?

We STARTED

It Wasn't Perfect

We LEARNED

We CHECKED

We ADJUSTED

We CREATED “WHY IT
MATTERS”

We CREATED AMBASSADORS
FOR OUR COMPANY





What Did We Actually Do?

- Used Standard Hiring Process
- Created Life Skill Learning
- Rotary and Third Graders
- Invited Employees to be Mentors





Life Skill Learning w/ Partners

- Hire & New Employee Orientation
- **Employer Expectations 3X ROI**
- History/Journey of Climax
- Quality
- Department Overviews
- HR / Benefits
- Business Finance
- Project Management
- Principles of Lean
- Problem Solving
- DiCor (Creativity/Innovation)
- Presentation Skills
- Quarterly Business Review
- Personal Finance
- Auto Purchasing / Maintenance
- Insurance / Risk Management
- Resumes / Cover Letters/ Job Search
- Mock Interviews
- Community College Overview
- Etiquette
- Health Risk Assessments
- **Children's Hope & Sustainability**
- Medical Teams International
- 1st Aid/CPR/AED/BBP
- **Community Service Project**
- Work Project
- School Work



Who Helped Us & How





Internship Impact

	2008 *	2009 *	2010	2011	2012	2013	2014
Total Applicants	8	13	51	71	57	93	101
Total Interns	8	10	17	19	18	26	20
# of Climax Relatives	8	9	12	8	6	8	5
# of Non Climax Relatives	0	1	5	11	12	18	15
Climax Interns	8	10	17	16	16	19	20
# Placed Outside Climax				3	2	6	0
Placements Outside Newberg						5	2
Placements Outside Oregon						1	2
International Interns							1
Alabama Interns					5	10	6
CA, WA, MI & Indiana Interns							6



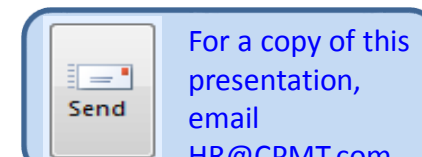
Intern Community Service Projects

	2008	2009	2010	2011	2012	2013	2014
Project	Food Drive	Food Drive	Book Drive	Sr. Citizen Prom; Love Inc.; Good Neighbor Center	Medical Teams Int'l, Love Inc., Five Rock Ranch, Burgerville Fundraising	Park Clean Up, Habitat for Humanity, Five Rock Ranch, Sr. Citizen Prom	Diaper Drive, Tilikum Workday, Climax Family Game Night, Blanket Fundraiser
Goal	500 lbs	20,000 lbs / 30,000 lbs	1,500 books	Diversify local assistance	Diversify local and global assistance & raise \$2,000 for Haiti	Collaborate with neighboring communities	1,000 Diapers 36 Blankets Local Community Impact
Results	12,000 lbs	42,500# & 17 organizations	4,500 books donated to hospitals and libraries	Helped 3 local families with house/yard work; renovated 1 room at the Good Neighbor Center; Danced the night away with the Astor House Residents	Built Dance floor; Clean/Organize Sheds; Clean/renovate Tack Room; Helped 6 local families with house/yard work; Raised \$2,250 for Haiti	Pulled weeds/landscaped, 35 seniors from around the community attended the dance, painted 8 rooms	5,340 Diapers 50 blankets (raised \$280 dollars through a can drive, \$300 of community donations) Brought Climax community together for a night of fun and games Smashed concrete (\$3000 worth of retaining wall) and organized a shed



Intern Return on Investment

	Expected (3X)	Actual	%
2008	not tracked		
2009	not tracked		
2010	\$ 73,000	\$199,757	115%
2011	\$ 183,600	\$298,872	163%
2012	\$ 144,000	\$289,515	201%
2013	\$ 288,600	\$664,864	230%
2014	\$ 222,000	\$500,084	225%





Key Results & Learning

Results

- 118 Interns
- 35 Schools
- 21 Partner Companies
- HS & CC Credit
- Reverse Mentoring

Learning

- School Year Interns
- Interns bring a fresh perspective
 - Safety
 - Generational
 - Technology

- *Retire the idea that Interns do busy work!*
- *Interns add significant value (ROI)*





Return on Investment



Jordan

2008 & 2009 Intern
2013 Tool Crib Attendant
2014 Returning to College!



Nic

2011 Intern
2012 Machine Tool Builder
2014 Machinist Apprentice



Kendra

2009 Intern
2010 Director of Social
Media



Grady

2012 Intern
2014 Industrial Maintenance
Apprentice



Logan

2010 Intern
2012 Entry Level Machinist



Kyle

2013 Intern
2014 Machinist Apprentice



Return on Investment



Heather Simpson

Robert Simpson





The Future

- Removed Age Limit
- Retirees
- Senior Living Resident
- International
- *Intern Alumni Build Your Program?!*



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Our Commitment

***Manufacturing People are Great Problem Solvers
–Committed to Action and Results***

It is *Our* Vision that *Your* **Community Campus**
will Provide –

- Collaboration with Community Partners
- Sustainable Return on Investments
- Replication with other Communities
- Incorporation of Advance Training in Lean Process Along with Innovative and Breakthrough Skill Upgrades



Are you willing to change the game?





Thank You!

A link to the full conference survey will be emailed to you Tuesday afternoon.

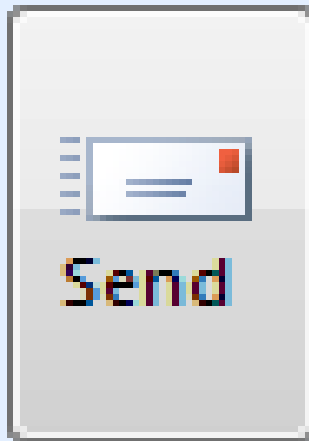
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