

Workforce Development One Manufacturer's View

Dan Ariens
President & CEO



Ariens
COMPANY

Company Vision



**Passionate People.
Astounded Customers.**



Core Values

Be Honest

Be Fair

Keep Our Commitments

Respect the Individual

Encourage Intellectual Curiosity



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Core Equipment Categories



Skills Gap?



Skills Gap? Opportunity Gap



Closing the Opportunity Gap

1. Work within the Systems We Know

High School System

Traditional technical and mechanical skills.



Technical College System

Good system. Skilled machinists and tool and die makers etc.

Our Businesses

- 250 hours development
- Lean Interns.



Tool & Die Department



Tool & Die Department



Closing the Opportunity Gap

2. Develop Passion for Problem Solving

Brillion High School

Support the momentum at the school.



Passionate teachers

Need a vision for change.

STEM Principles

Integrated, real-world experiences.



Ariens Technology and Engineering Education Center



Unexpected Benefit

Ariens 2011 & 2012 EPA requirements - VS3 rotor mold tank supplier selection

Knowledge

Background
For 2011, manufacturers and equipment in the USA are required to produce the following in the EPA marketplace for outdoor VES and emissions. In addition, control plans for our industry so we need to be sure we understand what is required of our manufacturers. This is not what the engineer and is required to make an EPA compliant unit.

Current Shop Strategy

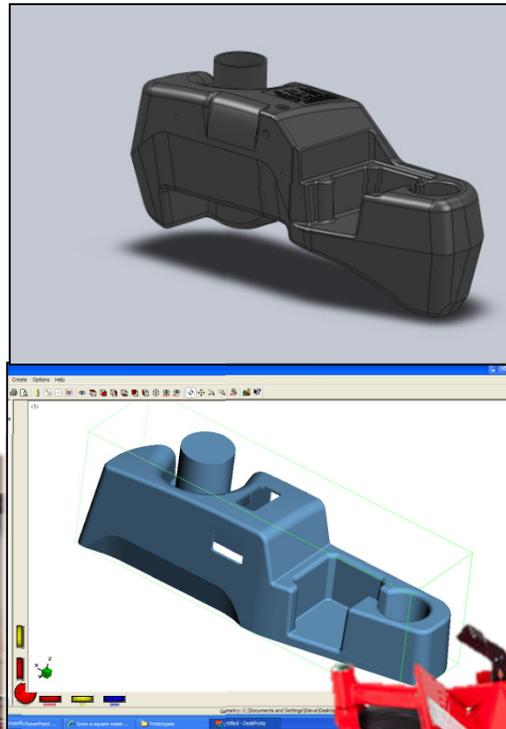
Substitutes

Owner: Chris
Owner: Brian Gindemann
Contract: L&L
Order #: 110109

Locations of Items

ITEM NUMBER	ITEM NAME	ITEM LOCATION
1	FUEL VALVE	1. FUEL VALVE
2	FUEL TANK	2. FUEL TANK
3	FUEL TANK	3. FUEL TANK
4	FUEL TANK	4. FUEL TANK
5	FUEL TANK	5. FUEL TANK
6	FUEL TANK	6. FUEL TANK
7	FUEL TANK	7. FUEL TANK
8	FUEL TANK	8. FUEL TANK
9	FUEL TANK	9. FUEL TANK
10	FUEL TANK	10. FUEL TANK

Accommodations
Our accommodations will use design from the previous model year. We will accommodate the risk of the VS3 rotor mold tank supplier selection. We will accommodate the risk of the VS3 rotor mold tank supplier selection. We will accommodate the risk of the VS3 rotor mold tank supplier selection.



Closing the Opportunity Gap

3. Build a Minds-On Learning Culture

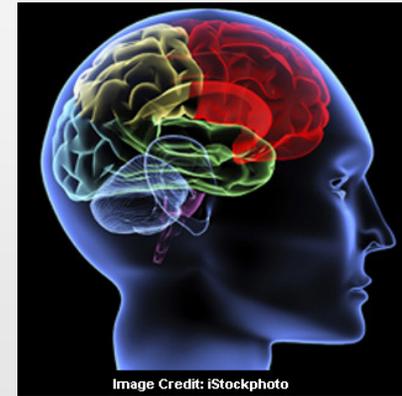
Lean Curriculum System

“Think.”
“Get Dirty.”



Problem Solvers

Ask the right questions.
Understand root cause.



Hands-On Minds-On

Learning Culture.



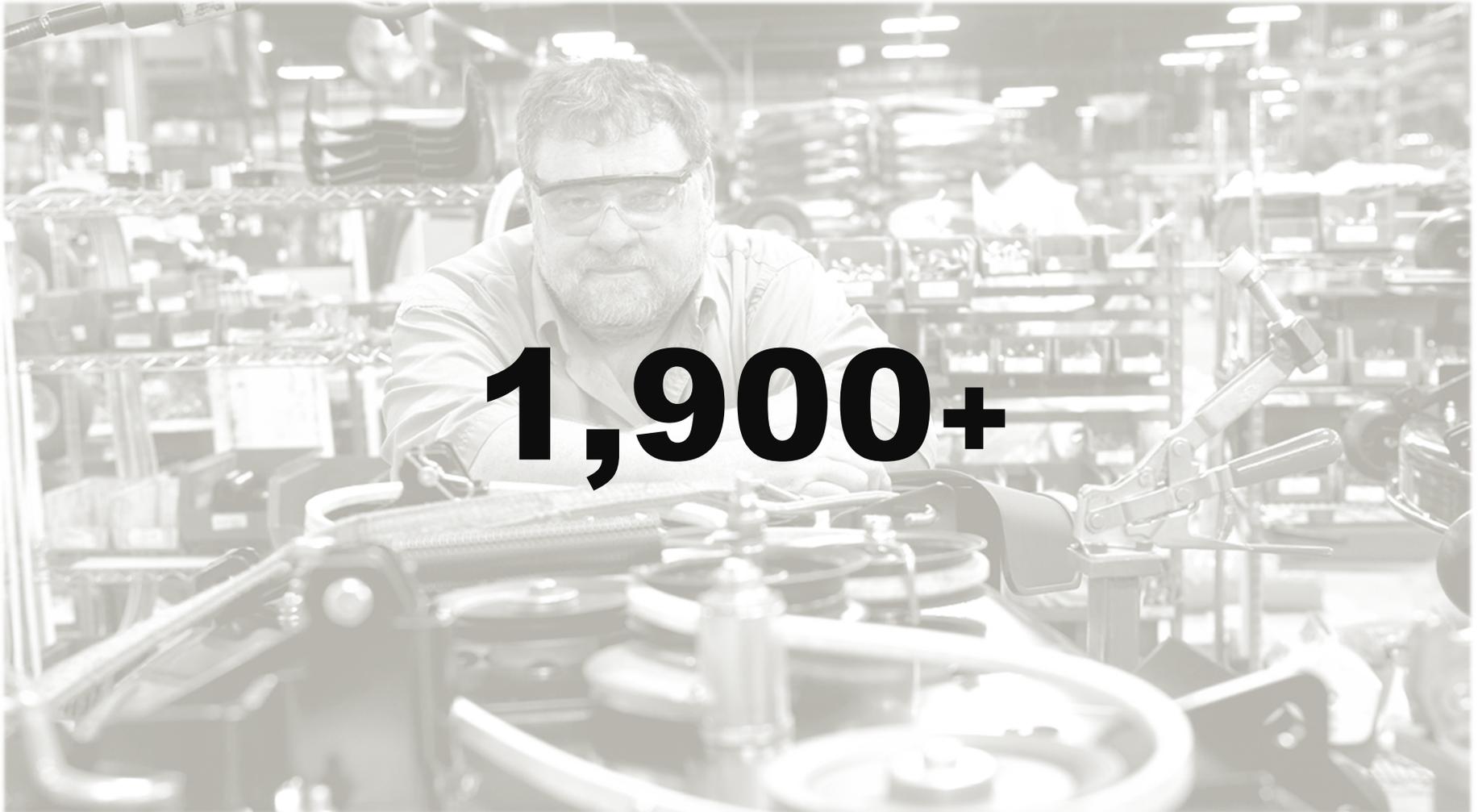
The Fifth Discipline

Encourage Intellectual Curiosity.

Kaizen Events to Date



Kaizen Events to Date



Work Hours Spent on Kaizen Events

Ariens Production Control Chart

Date: **4-3-07** Department: **Cell 1 M/Z** Takt Time - **25 min**
Productive time / Customer Demand / Tot Time (8 hours) 27000 seconds/480
 Model: **992147/15/148**

Hour	Hourly Goal / Accumulated Goal	Accumulated Total	Hourly Actual / Accumulated Difference	Staff: 10 SKCS	Units Lost	Part Non-Con	Issues & Comments	Corrective Actions	Review
1	2 / 2	2	2 / -				First Unit Went to Floor		
2	2 / 4	4	2 / -				Reverse W/M Speed		
3	2 / 6	6	2 / -						
	2 / 9	9	3 / -						
	3 / 12	12	2 / -						



Work Hours Spent on Kaizen Events

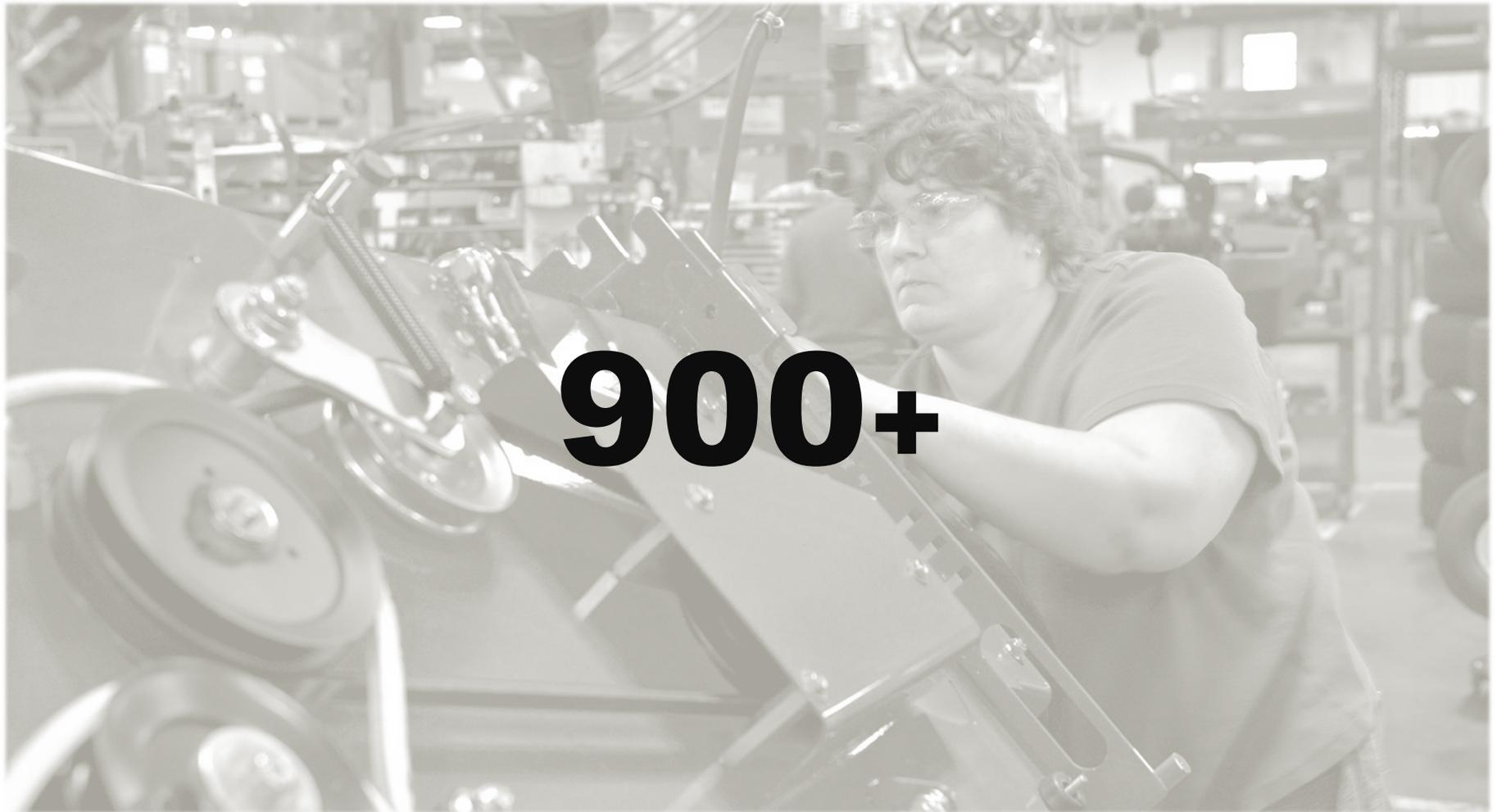
25,000+ / year



Employee Participation in Kaizen



Employee Participation in Kaizen



Employees with 50+ Kaizen Events



Employees with 50+ Kaizen Events

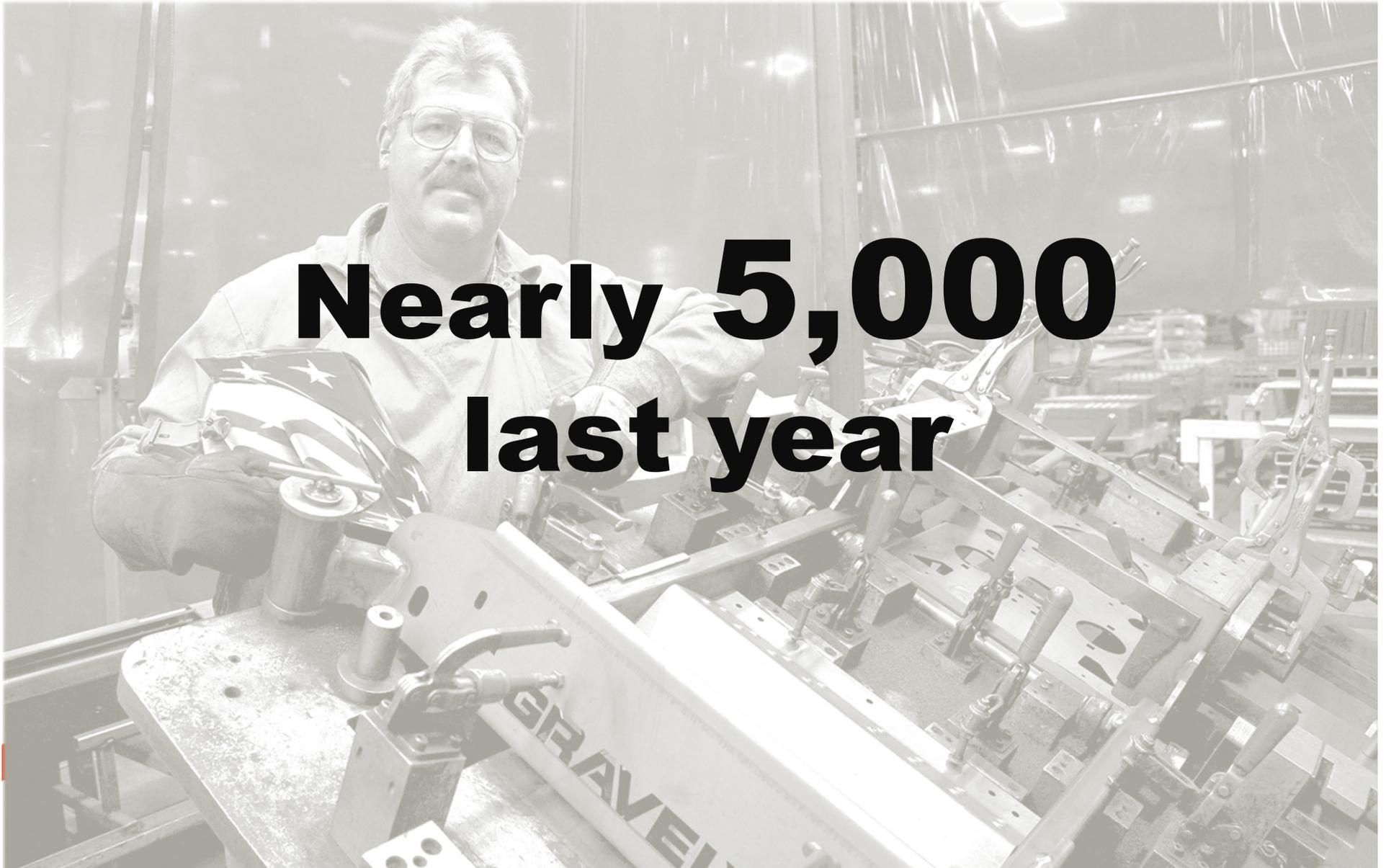


Implements (Improvement ideas) Submitted by Employees



Implements (Improvement ideas) Submitted by Employees

**Nearly 5,000
last year**



Lean Internship Program



Development Hours: 250/100/50



“You Want to be a What?”





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