



HIRED's Industry Sector Training Initiatives

Since 2004, HIRED has been a leader in the development of industry sector training initiatives. Sector initiatives have four key elements:

- They feature workforce development strategies targeted to specific industries, including training customized to the needs of employers in the industry.
- Sector initiatives involve partners, including employers and community-based organizations, with extensive knowledge about the industry and its needs.
- The initiatives benefit low-income individuals, including non-traditional labor pools.
- Sector initiatives promote systemic change by aligning workforce development activities with employer needs.¹

HIRED's manufacturing training initiative was developed in partnership with Hennepin Technical College (HTC), the Minnesota Precision Metalforming Association and the association's member companies, as a way to better prepare disadvantaged and low-income workers for skilled, high-paying job opportunities in the manufacturing industry. Together, we worked to secure funding, and as a result of our efforts, we were selected to operate a demonstration program for the National Association of Manufacturers' (NAM) Manufacturing Careers Campaign. NAM provided funds for the development and coordination of what came to be known as "Make It Happen" and played an active advisory role in the development of the program.

Based on Make It Happen's success in preparing low-income people for well-paid jobs, the Minnesota Job Skills Partnership Board awarded Hennepin Technical College, HIRED and eight manufacturing firms a grant to use the Make It Happen model to provide employer-driven training for workers in three other manufacturing occupations: metalstamping/sheet metal fabrication, welding and machining/CNC operation. With the addition of these occupations, we changed the initiative's name to M-Powered.

During its first three years, the program has served more than 100 Twin Cities area job seekers, most of whom earn more than \$12 per hour after six months on the job.

Employer Partners

3M / MN Pack	GMC	Polaris
Advance Corp.	Greatbatch Globe Tool	Rotation Engineering
Aerotek	Harvey Vogel	Spherion
Assurance Manufacturing	John Deere	Stremel Manufacturing
Aveda	Marshall Manufacturing	Thomas Engineering Company
Bodeker RL & Sons	McLain Thermal	Tjernlund Products, Inc.
Bokers	Meier Tool	Top Tool
Continental Machines	Minneapolis Washer and Stamping	Toro
Dalton Gear	Morrissey	Wrico Stamping
Dayton Rogers	Nobel Die Components	
Delta Co.	Northland Precision	
Division Stamping	Northland Screw Products	
DuFresne	Perbix	
EJ Ajax & Sons, Inc.	Permac Industries	

For more information about HIRED's M-Powered training program, contact Nancy James, Employer Services Director at 612-302-8509 or e-mail Nancy.James@HIRED.org

¹ National Network of Sector Partners. <http://www.nedlc.org/nns/whatis.htm>.