



September 6, 2019

Dear Committee Members:

The Michigan House Education Committee

I am pleased to provide this letter of support to the Michigan House Education Committee in support of increasing the cap on the Michigan New Jobs Training Program. Because of this program, we have been able to train over 80 employees and look forward to training 100 more!

Technique Inc., located in Jackson MI., manufactures products from within a newer state-of-the-art, high tech facility. We are a "Rapid Prototype Stampings and Laser Cutting Services" supplier to all industries; including automotive, aerospace, defense and appliance manufacturers. Technique serves well over 200 customers throughout North America as well as internationally. We do things no one else in the world can do.

Our mission is to grow our business by building a reputation for quality prototyping and short run production manufacturing with the highest skillset of employee providing the quickest turn-around time possible for customer needs. Technique drives continual improvement of our processes by concentrating resources on efficiency in operations, effective management of goals, attention to detail, responsiveness to customer priorities and product quality. No other company can do what Technique can do.

Technique has seen growth year after year since its conception in 1991, from one machine in a small garage to a multi-million-dollar manufacturer housed within a 110,000 square foot advanced manufacturing facility. With this rapid growth comes challenges. One of which is nurturing a great company culture. Technique's culture is that of learning and development.

Our goal is, and has been, to develop the highest skilled labor force there is. To upskill our current workforce and provide apprenticeships and other advanced manufacturing training opportunities to all employees, new and incumbent.

We survey our new hires on why they chose Technique as their employer. The overwhelming result isn't pay (as we offer high wages), it isn't the environment (as we offer a new, clean, state of the art facility), it is the development, growth and opportunities that we provide to our employees. This information that we have obtained from our survey's speaks volumes and we listen.

What we offer at Technique is like no other company we offer the opportunity for the employee to master their trade by providing very specialized and extensive, high tech, advanced manufacturing training opportunities and apprenticeships.

Technique has an extensive onboarding and annual review process that is used to identify skills gaps and then facilitate the training plans to advance every employees skillset. New employees/employees that change roles are placed on a 1-year onboarding program. They are reviewed at approximately 30 days, 60 days and 6 months post hire/role change (annually thereafter). During this review period, we identify areas of concern, performance issues, quality issues, attendance, skills, etc. and then work to develop and outline goals, objectives and training plans to help that employee become successful.

Every employee at Technique has an annual training plan. We provide the avenue to learning and development, increased skillset all resulting in higher pay for the employee. A sense of pride they feel from being invested in, by their employer for their futures. Whether at Technique or elsewhere, the intensive advanced manufacturing training that the employees receive is transferable.

Technique invests a great deal of resources in our efforts to upskill our workforce. In 2018 a construction of a high-tech learning center was built to house several of our internal training programs including Jackson's ONLY high-tech learning academy; TechniqueU (www.TechniqueU.com). Please visit this site and watch the informational video on this program. TechniqueU is a program that is designed to build a foundation for a successful career with Technique. A bridge to a high-earnings career with continuous learning opportunities as the student excels in this high-tech industry.

We are doing amazing things with training and have utilized funding from several grant sources to assist us with this goal of developing the highest skilled workforce around. One of the most useful and beneficial grants that we utilize is the MNJTP grant. This grant partners you with a college that helps identify and facilitate training needs. That is a true partnership for us. The funding support that is provided by the MNJTP is critical for our success as a company.

We give back. Technique partners with local high schools, career centers, colleges and technical training centers by aiding with equipment purchases, curriculum development for STEM related competency-based learning offerings to students. We provide work-based learning opportunities, job shadowing and regular tours of Technique for high school and post-secondary ed.

Technique can do things no one else in the world can do. We are the leader in prototype industry. Having that capability to do what we do is crucial. The skillset of the employee must remain at the highest level possible. We train and encourage our employees to be the best they can be. Our employees are professional tradespeople that are dedicated to their profession. The training dollars that are awarded to Technique are used specifically to advance the skillset of our employees in a high-tech manufacturing world. We offer the latest and greatest in equipment and technology. Technique employees learn to master their trade, while earning high wages. The skillset that are gained through all of Technique's training opportunities are transferable within the industry and allow for upward mobility within the company. This contributes greatly to the success of Technique and for Technique to remain the leader in the industry and profitable. While offering the employee job enrichment opportunities as they continue to be developed.

With all the training efforts that Technique provides, is in part a direct result of funding by MNJTP, is energizing the workforce of tomorrow. People are excited again about manufacturing again. We want to see manufacturing to be a career of choice. To provide the opportunities that we do for employee development could not be accomplished without the partnership between the MNJTP grant and Jackson College. Not only is the funding critical, but the relationship with Jackson College and our dedicated Business Partner, Tina Matz, Corporate and Continuing Education, makes this work for us.

Please continue to support the Michigan New Jobs Training Program and increase the cap so Technique and other company's in Michigan can continue to grow.

Sincerely,

Laura Wright

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