



# Dr. Die Cast



## Planting the Seeds of Our Future Success

According to the 2011 “Talent Shortage” survey by the staffing giant, Manpower U.S. companies who report difficulty in filling key positions has increased by 52% between 2010 and 2011. <http://us.manpower.com/us/en/multimedia/2011-Talent-Shortage-Survey.pdf>.

There is a story about a visitor who observed that his host’s hound dog was moaning painfully. The response was, “Oh he’s just laying on a thorn and he’s too lazy to move.”

How are we to solve our problem? If we wait for training assistance from our state or federal capitals we will be waiting a long time. So what are some ways we can fill this void while meeting our production schedules?

1. In-house training programs designed to address the sources of your most frequent production interruptions. These could include:
  - A. Hydraulics
  - B. Electrical, PLC programming and troubleshooting
  - C. Electronics
  - D. Machine repair
  - E. Machine and tool set up
  - F. Die casting tool maintenance
  - G. Die casting process control

- H. Interpreting process monitoring data
  - I. Die casting defects (cause and effect)
  - J. Tool & Die (Remove and repair)
  - K. Trim tool maintenance
  - L. Machining / CNC / Lathes / Mills / EDM
  - M. Automation programming such as Robotics, sprayers, ladlers, extractors, etc.
  - N. C.M.M. or Laser scanning inspection
  - O. Alloy metallurgy / spectro analysis
  - P. Furnace operation
2. Some of the so-called soft issues may include:
    - A. Safety and Environmental
    - B. SPC
    - C. Lean
    - D. 5 S
    - E. Design of Experiments (D.O.E.)
    - F. Reducing absenteeism / improving attendance
    - G. Set-up time reduction

- H. Print reading
- I. Geometric dimensioning and tolerancing (G.D. & T.)
- J. Introduction to C.A.D. /C.A.M.
- K. CNC and / or robotic programming

It is possible that many of your suppliers have experienced trainers who serve as sales-engineers. Ask them what kind of free or fee based training they may offer. The training may be generic or specific to the equipment or services they supply such as Die Casting Machines, Robotics, CNC machines or tooling.

One way to evaluate where your weaknesses and strengths would be to create a matrix of the skill sets that you can currently identify. These could be categorized using some of the above. Then ask your employees to complete a survey to find out what skills and training they currently possess. You may be surprised to find there are employees who are already trained in certain key areas but are now working at completely different tasks.



### Who’s Dr. Die Cast?

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