

# Tooling Technology Training



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Tony Seger, CEO  
Tooling Technologies, LLC  
100 Enterprise Drive  
Fort Loramie, Ohio 45845

Dear Sub-Committee:

Thank you for allowing me to speak about how state funded on-the-job training helps our industry. For the last 35 years I have been working in the tooling automation business. Back in '82 I formed Tooling Technology and have grown it to over \$80MM in yearly revenue. And we sell equipment all over the country as well as export outside the U.S. We achieved all of that because I was fortunate to have a lot of good people on my team from the start and then added good people along the way. Our key to success has always been to get good people, give them the instruction and training they need to do their job well, and then get out of their way. That recipe has gotten us to where we are now.

Our industry, advance manufacturing, is growing. However, it could grow much more with more skilled labor. Every one of the business owners I talk to say they have pent up demand for what they do, but can't find enough people with the right skills. And to be fair, our work is highly specialized so it is no wonder that we are having such a hard time finding them. As a result, I, like a lot of my peers, have to take green people and get them trained enough that they can do great work. That takes time and investment. And please know that being in the advanced manufacturing industry servicing companies like Honda, GM, Ford, GE, and others means having to constantly make significant investments in new equipment and innovative technologies. And even though a company like ours has great revenues, not even we can purchase all the equipment we feel we need. The consequence is that after the capital expense budget, there is not much left for things like training. And when people like GM are insisting we get the latest new equipment, it doesn't leave us much to work with. Everyone constantly feels like there is much more training that could and should be done to maintain our edge.

Programs like the incumbent worker training grant have enabled us to hire talented, but unskilled, people and provide them the on-the-job training they need. We probably have hired a dozen people at our Fort Loramie plant in just the last year. The training grant program has allowed us to dramatically improve the skills of our people. And that goes up and down the line. We are all working with much more complex technologies so we learn all the time. It is what makes our industry fun. But it is also what makes Ohio known across the country as the best place to find first rate advanced manufacturing companies.

Sincerely,

Tony Seger