



## The Alyshia Bussing Story

Michigan Spring was excited and thankful to be awarded the Going-Pro Training Grant for the 2019 year to assist us in the learning and skill development of our associates.

We would love to share the story of Alyshia Bussing and how this training has helped her grow. Alyshia started at Michigan Spring and Stamping in 2017 as a Machine Operator and her thirst for knowledge showed immediately. She has successfully moved around the facility to several areas learning about the different products we make.

Last year with funds from the STTF, Alyshia was trained in Blue Print Reading, Gages for Measurement, and Statistical Process Control which tied directly into her daily responsibilities and helped make her the most qualified candidate for a new position as Quality Inspector in our Itaya department. This training also helped her to move quickly through the first two stages of MSSU (Michigan Spring and Stamping University), an in house training program where she has advanced through the Machine Operator training and the Advanced Machine Operator Training in record time.



With this year's Going-Pro Training Grant, Alyshia was able to attend Machining Training at Muskegon Community College where she was able to focus on the machining side of her position. This includes training on mills, lathes and grinders.

Alyshia stated that she believes the training on grinders was most valuable to her. She said "the grinder training helps out because it made me feel comfortable modifying my tooling. If something goes wrong, I am now able to work on fixing it without help or having the machine down while I wait for someone else. It also helped me dial into understanding the tight tolerances we use daily".

This training has been an incredible addition to her "Coiler C" training she is currently progressing through while working in our Itaya wire forming department. These machine have up to 8 tools on the slide and other supporting tools using compressed air.

Shortly after completion of the machining training, Alyshia was asked to go train in our Farmington Hills facility where she learned more detailed concepts in regards to the operation itself and the performance of the machine, allowing her to further grow and excel in her position.

When asked what her goal was to get out of this training, she answered "quality, continuous improvement and the satisfaction of getting the good parts to the customer." She was very proud to say that her department has not had any quality rejections since she has been using this knowledge, skills and abilities in her daily work.

When I asked Alyshia what made her most happy about going through this program, she stated “people have more confidence in me now and I have more confidence in myself that I can do it right. There are only about four individuals in the facility that have run the machines in my department and knowing I can do it and be a larger contributor to my department, makes me feel very valued. Knowing that the skills I learned can be applicable to almost all the departments in the facility has helped me find comfort in knowing I can move to the new areas and be successful.”

Next year, Alyshia said she would like to take classes in programming to help move to that next level and be able to make and adjust programs to get the fastest and cleanest set ups in order to increase rate and product even more quality parts per hour.