

KOYO BEARINGS WORKS WITH SCMEP TO IMPLEMENT TRAINING WITHIN INDUSTRY PROGRAM PLANTWIDE

ABOUT KOYO ORANGEBURG. JTEKT Corporation was established in January 2006 through the merger of Koyo Seiko Co., Ltd., a world-class bearing manufacturer, and Toyoda Machine Works, Ltd., a machine tool manufacturer excelling in cutting edge machining technologies. Combining the most advanced technologies and the manufacturing expertise of both companies, today JTEKT delivers innovative products that satisfy the most demanding customers all over the world. Koyo Bearings North America is located in Orangeburg, South Carolina, with roughly 1.5 million bearings manufactured per day in their South Carolina plant.

THE CHALLENGE. The South Carolina Manufacturing Extension Partnership (SCMEP), a NIST MEP affiliate, met with Koyo's management team in early 2016. The discussion indicated that a form of Work Element Sheets had been adopted but no formal Training Within Industry program had ever been implemented. Further, Koyo was experiencing high turnover of as much as 10% annually. SCMEP therefore recommended implementing a TWI program. For the Job Instruction and Job Relations modules, participants attended two, two-hour sessions each day for five consecutive days. For the Job Methods module, participants attended a one, two-hour session each day for five consecutive days. After each session, they returned to the workplace to apply the techniques learned. In addition, SCMEP's TWI Institute Certified Trainer provided one-on-one coaching in JI, JR, and JM modules for participants. The training was successful, but it was expressed that additional personnel needed the training in order to deploy the system plantwide.

MEP CENTER'S ROLE. SCMEP delivered an additional TWI program consisting of one 10-hour Job Instruction module and one 10-hour Job Relations module. The program used TWI's proven four-step methodology of Preparation, Presentation, Application, and Check Results/Follow Up. This methodology ensured that each program was simple, straight-forward, and easy to implement. Participants were given the opportunity to practice the four-step method and "learn by doing," in a confidential, low-stress, and supportive environment.

"SCMEP was able to come in and teach our master trainers who are now training all of the shop floor associates. The workshop is very effective and I often hear comments such as, 'This is what we have always been missing.' The associates trained learn the methods very thoroughly and the workshop was taught in a way that made them very comfortable. "

-Paul Flaherty, Quality Manager

RESULTS



\$15,000 in new investment



\$10,000 in training



\$10,000 in new products



\$15,000 in cost savings



3 jobs retained

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