

A SEAMLESS TRAINING SOLUTION for Horsehead



Horsehead Corporation is the leading recycler and manufacturer of zinc-based products in North America. The company opened its first green-field facility for recycling electric arc furnace dust in Barnwell, SC in 2010. Eric Stroom, Horsehead's plant manager, says the seamless transition between the services of readySC™, Apprenticeship Carolina™ and Denmark Technical College (DTC) helped forge the company's pathway to prosperity in South Carolina.

Initially, readySC worked with Horsehead to provide the customized recruiting and training solutions needed to begin successful production. According to Stroom, "readySC's services played a significant role in Horsehead's decision to locate in South Carolina, and it's a decision we haven't regretted. The readySC team did an outstanding job supporting the recruitment and training of our initial workforce. Our project manager provided precise and competent program management. Our curriculum specialist coordinated program development and logistics flawlessly. The team worked closely with

our group to develop a spot-on curriculum and training vehicle that our staff effectively delivered. This program was an essential ingredient in providing our new employees with a basic understanding of Horsehead's mission, expectations, technologies and processes on *day one* of employment. Our startup was a tremendous success, due in large part to the preparation of our workforce through readySC. It was a tremendous team effort!"

Apprenticeship Carolina helped the workforce continue to grow by guiding Horsehead through the registered



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apprenticeship process from initial information to full recognition in the National Registered Apprenticeship System. According to Stroom, "Apprenticeship Carolina has been an instrumental aspect for further education of people in our operation. Since we started up our operation, we've developed an apprenticeship program for our maintenance employees, to take them over the next three years and develop their skills and competencies and then also reward them with compensation associated with incremental steps of improvement."

Training for the apprentices is provided on-site by DTC. Stroom says this is "a tremendous growth opportunity for our people and a great benefit to Horsehead Corporation to know and understand that we fully train and certify people in the tasks that they need to be doing. Competency is critical – from a safety, from an environmental standpoint, from customer satisfaction and operational results." ■



Denmark Tech brings advanced manufacturing to you

Denmark Technical College (DTC) brings advanced manufacturing training directly to local manufacturers through its Mobile Training Unit (MTU). The MTU is outfitted with technical training equipment, electrical and pneumatic power as well as Wi-Fi. Programs that are currently being offered on plant sites include: Industrial Maintenance (Electrical-Mechanical), Certified Production Technician, Certified Logistics Technician, Process Technician and STEM Awareness.

Horsehead Corporation in Barnwell, SC makes the most of the MTU by using it to train its employees in an Industrial Maintenance apprenticeship. Eric Stroom, Horsehead's plant manager, explains the advantages of the MTU: "We have been partnering with Denmark Tech for six years, and it has been a good experience with proven performance results. The flexible on-site training is a convenient and efficient way for us to educate our workforce."

The MTU allows DTC to transfer equipment from the mobile unit to the company training room so employees can be trained on-site. Employees can further their education by obtaining both their Department of Labor Apprenticeship credential and any one of DTC's Institute of Advanced Manufacturing certificates without ever leaving the plant.

Learn more: www.denmarktech.edu