Pathways to Advanced Manufacturing

is our program designed to spur interest in the field in the next generation.

Over the past few years we began to realize we needed a different approach to create interest in manufacturing as a viable career choice. We needed a way to show the younger students that manufacturing is not what it was 50, 20 and even 10 years ago. We wanted to be able to show them the modern up-to-date technology, lasers, robotics and computers that we use everyday. We’ve come along way since the days of dirty smoke stack factories and we want to show how safe and clean modern manufacturing is.

And with that, Pathways to Advanced Manufacturing was born.

Students and teachers are welcome to stop in to our highly advanced manufacturing facility and given a full tour out on the plant floor. Students get to see the raw product, the tooling, inside the machines as they run, and the finished piece that comes out.

We encourage one-on-one conversations with our team members and students get the opportunity to ask any questions they want! Students who are eager to learn more can then sign up for a 2 week internship where our lead machinists teach them the basics of being a CNC machinist along with the challenges, rewards and the benefits of choosing a career in the manufacturing industry.

At the end of their internship, students can apply for a full time position with full benefits including vacation time and weekends off.

Upon completion of the internship and employment, we take the individuals from being an entry level machinist and provide a step by step program driven by the team member themselves to learn at their own pace. With wage increases added in to increase motivation, QMC pays individuals with no experience to learn from the ground up -- all the way to programmers & beyond.

“The importance of making things in our homeland to provide jobs, create and distribute wealth, cannot be down played any longer. Just as military defense is imperative to the survival of a nation, so is the economical defense. This is the purpose and function of American advanced manufacturing.”

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“We’re churning out a generation of poorly educated people with no skill, no ambition, no guidance and no realistic expectations of what it means to go to work.” -Mike Rowe, Dirty Jobs

It is true. And it’s a big problem. A problem that is negatively impacting our country’s effectiveness in world markets and will affect the next generation’s ability to provide for themselves, their families and protect the economy of this great country.

The skills gap combined with a negative stereotype of our industry have deterred the best and brightest from applying for careers in a booming and safe industry. And the applicants who are accepted, severely lack the soft and STEM skills to retain their job and grow within a company.

Training costs are rising and manufacturers are losing our ability to maintain competitive when they have to stop a process to train and retrain math and reading comprehension skills that should have been mastered in elementary and secondary education.

Turnover increases, job shipments are delayed for a lack of skilled employees and the country as a whole takes the hit when the customer goes overseas to get their product faster.

As the skills gap increases and new applicants lack the soft and hard skills needed, we urgently need to do something right now. Teaching parents, teachers and students alike about the vast opportunities and careers in manufacturing and increasing the strength in our youth’s STEM skills - we can alter the path and create a brighter future for our nation!

We must work together as a community and a nation to reverse this downward trend before it’s too late. Let’s start today!

Finding qualified machinists has become a difficult task as the skills gap grows. Recruiters have been sent out and there have been many efforts to find skilled individuals. Sadly, the results have been disheartening.

Very little attention is paid to what some consider a “hard labor” field. The negative black cloud that overshadows our industry pushes many to bypass the idea of a career in manufacturing. We found many applicants lacked strong math, critical thinking, communication and reading comprehension skills. The cost of trying to train and re-train these skills was rising - making it difficult to compete with foreign and domestic competitors.

QMC’s CEO James Serafin and it’s leading team members decided to take a different proactive approach. Instead of seeking qualified trained CNC machinists, we now provide training and qualify individuals on the job and pay them to learn. We provide each machinist in training with the soft and hard skills to attain and retain a job. This includes providing robust training on various machines and processes.

The team looks at the lack of experienced applicants as more of a positive feature then negative. Trainees are fresh canvases we can work with. This “think outside of the box” program and non-traditional approach affords them to take on candidates that otherwise might be passed over because of their lack of experience.

As long as trainees possess mechanical aptitude, drive to learn and willingness to adapt to an ever changing environment, the team trainers can teach them everything they need to know to become a part of an elite manufacturing team. By combining on-the-floor, hands-on training with classroom style education, the exact skills and knowledge they will need are laid out in a template form with all of the requirements. Each one must be mastered before moving onto the next level of their education and receiving their base pay increase.

QMC’s company president James Serafin, Sr has become re-energized by the initiative himself saying “I have been in manufacturing for over 30 years and I am very excited to unveil this program with the team. We feel there is nothing comparable out there.”

THOUGHTS FROM THE QMC TEAM MEMBERS:

Team member Eric Hartzell, formerly of the construction industry, who also is in the training program gives his viewpoint. “The program put into place is a great way to learn the trade starting from the bottom and being able to work your way up. The training allows each individual to advance at their own pace with pay increases each time a new level is reached.

QMC’s manufacturing operation manager James Serafin II has been dealing with the skills gap and the inability to find and retain skilled workers. He has experienced the difficulties and frustrations in trying to develop machinists who lack the basic skills needed to move forward in such an intricate and technical field. As the program drives on, team members continue to build their base knowledge. “With each little success and accomplishment their confidence grows. It’s great to see such young talent take so much pride in what they are doing and get rewarded for it.”

Visit QMCpath.com today to learn how to apply for your internship and start your journey to a fullfilling career!