

# TAP SUCCESS STORIES

## Manufacturing Extension Partnership — *Nishikawa Standard Co. (NISCO), Topeka, Ind.*

“Purdue’s TAP/MEP Training Within Industry (TWI) program has given NISCO a solid foundation on which our associates may be developed into thinking members of the team in the fastest possible way. Through the Purdue-NISCO partnership, we connected with other Indiana businesses on similar TWI journeys. We have made contacts with other industries to share in benchmarking visits and best practices. This is providing NISCO with a competitive advantage in our industry.”

— Bob Kuenning,  
Vice President of Manufacturing, NISCO



The Manufacturing Extension Partnership (MEP) served more than 73 Indiana companies with their workforce training and production needs from January 2009 to January 2010. Purdue MEP programs assist Indiana companies with advanced manufacturing efforts by combining Training Within Industry: Job Relations, Job Instruction, and Job Methods with Lean Manufacturing and continuous improvement principles as core workforce training and production strategies.



**PURDUE**  
UNIVERSITY

Paul Johnson, Training Within Industry instructor for Purdue MEP, and NISCO Kaizen Manager Steven Volz study methods of Job Instruction for the Purdue-NISCO collaboration at the company's Topeka plant.

# TAP SUCCESS STORIES

## Manufacturing Extension Partnership — *Nishikawa Standard Co. (NISCO), Topeka, Ind.*

Nishikawa Standard Co. (NISCO), a 50–50 joint venture between Cooper Standard Automotive in the U.S. and Nishikawa Rubber Co. in Japan, supplies dynamic sealing systems for foreign and domestic automotive customers. Based in Novi, Mich., NISCO has more than 1,000 employees at its Indiana facilities in Topeka and Bremen.

Facing tough economic conditions in 2008–09, NISCO's leadership realized a formal training program was key to maintaining quality and safety standards and reducing turnover.

Through the Purdue MEP Training Within Industry (TWI) program, NISCO was able to develop a more hands-on, new-hire orientation process. The positive results were clear as NISCO's customer volumes increased during the second half of 2009 and the first quarter 2010, which led to the addition of 156 employees at Topeka and 178 employees at Bremen:

- Overall training time for new hires was reduced by 67 percent.
- Turnover rates improved by 52 percent.

"Our associates are the greatest assets to our business, and it's their knowledge and skill that will take us to the next level," says Tony Baker, NISCO Topeka Plant Manager. "By educating our workforce, becoming more involved in the training process, and encouraging follow-up and collaboration between departments, we're ensuring we will meet NISCO's current and future business needs."

— Purdue's Technical Assistance Program  
is a NIST MEP network affiliate



CONTACT US: [www.mep.purdue.edu](http://www.mep.purdue.edu)  
(800) 877-5182