



About The MTS™ Metal Exchange Projects

Description of the Project

Metal Exchange Corporation is a company engaged in various aspects of the aluminum business with several plants including: a scrap collection facility, aluminum recycling, and extruding plants. Since 2006, MTS World has been contracted for consulting services at five of them.

Design Phase: Beginning in 2006, MTS World was contracted to assess the maintenance training needs at the Metal Recovery Systems plant in St. Louis. Other plants followed: Continental Aluminum in Port Hudson, MI; Electrocycle in Madisonville, KY; ElementAL in Jackson TN; and a Metal Exchange scrap yard in Moulton, AL. These lead to designing training plans to close the gaps that were discovered.

Documentation Phase: The training plans consisted of individualized plans for mechanics and/or operators at each of the facilities. For maintenance training MTS Library Core manuals were used. For operators, the plant procedures were updated using the MTS Procedure three column format.

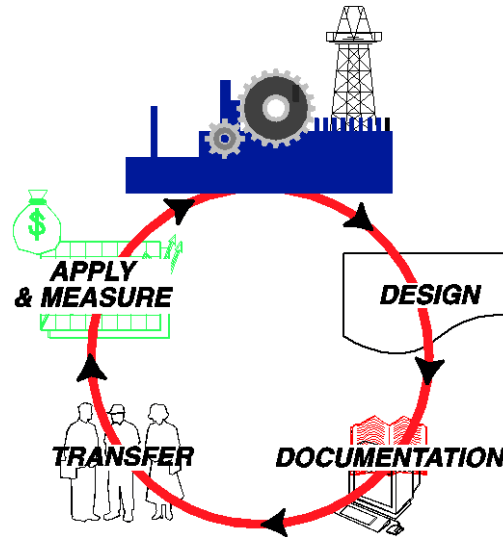
Transfer Phase: The knowledge transfer was accomplished by training Metal Exchange personnel as MTS trainers at the plants. Later, in 2010, plant supervisors at Metal Recovery Systems were trained using the ten module MTS Leadership Development Process. The Electrocycle and ElementAL plants followed in 2011.

Apply and Measure: Follow up audits were conducted to 'tweak' the overall MTS System as needed.

RESULTS / PLANS

- ▶ The projects were conducted between 2006 and 2014.
- ▶ Future plans include training additional personnel in the MTS method of training.

The **MTS System** as a whole is represented as follows.



1. **The Design Phase includes:**
 - ▶ Analysis of Technology-Organization-People
 - ▶ Process Maps
 - ▶ Competency Maps
 - ▶ Program Design
 - ▶ Implementation Plan Development
2. **The Documentation Phase includes:**
 - ▶ Developing process and equipment manuals
 - ▶ Training Writers (Write-To-Learn™ strategy)
 - ▶ Electronic conversion of documents
 - ▶ Modules from the **MTS** Library
3. **The Transfer Phase includes:**
 - ▶ Learning-How-To-Learn™
 - ▶ Training Facilitators
 - ▶ Gap Assessment
 - ▶ Training Vs. Gap
4. **The Apply & Measure Phase includes:**
 - ▶ Training Measurement
 - ▶ Business Impact Measurement
 - ▶ Audits
 - ▶ Certification
 - ▶ Integration of Initiatives
 - ▶ Sustainment and Optimization