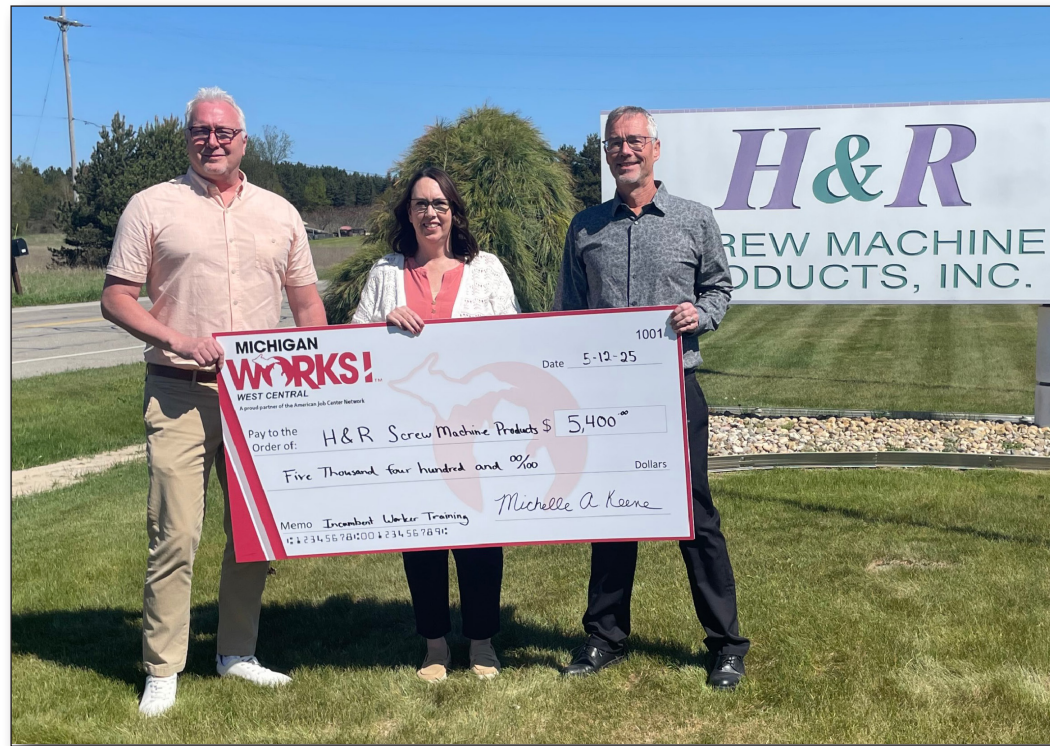


H&R SCREW MACHINE PRODUCTS — Incumbent Worker Training

At H&R Screw Machine Products in Reed City, staying competitive in the precision manufacturing industry requires more than just high-quality machinery — it demands a skilled and knowledgeable workforce. Recognizing this, H&R Screw made the strategic decision to utilize Incumbent Worker Training funds through Michigan Works! West Central to provide advanced training for three employees. This investment not only elevated the expertise of their staff but also improved efficiency and productivity across operations.

The company partnered with seasoned industry expert Henry Brus for a comprehensive three-day Advanced Screw Machine Training course. The training was specifically designed to deepen understanding of complex operations on New Britain, Acme, Cone, Wickman and Euroturn machines. By customizing the training to the types of machines used at H&R Screw, employees gained hands-on, immediately applicable skills.

The training began with foundational knowledge of machine function — including camming, cycle timing and cam-activated slide movement — then progressed to advanced applications involving 19 cross-slide tools and 32 end-working tools. Employees learned to estimate accurate cycle times, process complex part drawings, and avoid costly errors in tool setup and operation. Special emphasis was placed on quick changeovers, lean manufacturing practices and



troubleshooting common machining challenges.

One of the standout features of the course was the practical, lay-out-based approach to instruction. Employees worked through 11 increasingly complex job drawings, covering techniques such as form tool usage, shaving, tapping, thread rolling, knurling and recessing. The interactive format encouraged problem-solving and collaboration, with discussions on “out-of-the-box” applications that prepared trainees for real-world scenarios.

The benefits of this training were immediate and measurable. H&R recognized improved machine cycle times, fewer setup errors and more confident, autonomous operators on

the shop floor. Employees reported feeling more empowered and capable in their roles, with a better understanding of how their work contributes to overall production goals.

For H&R Screw, the use of Incumbent Worker funds was more than a training investment — it was a commitment to the future of their workforce. By upskilling their team with targeted, advanced instruction, the company has not only enhanced its production capabilities but also reinforced a culture of continuous improvement and learning.

This partnership with Michigan Works demonstrates how strategic training can drive both individual growth and business success.