



DBR and MBS Genetics Achieve “Big Company” Training Goals on “Small Business” Budget

Iowa Jobs Training Program (260F):

Every year, the Des Moines Area Community College (DMACC) Business Resources department (DBR) administers over \$500,000 in funds, available through the Iowa Economic Development Authority (IEDA), to support training for existing employees at Iowa companies. From technical skills to managerial and leadership training, these funds enable companies to affordably access high quality training regardless of their budget.

Background on MBS Genetics, LLC:

MBS Genetics, LLC is a highly specialized corporation supplying proprietary corn and soybean genetics for licensing to the seed industry worldwide. MBS Genetics, LLC also has a production facility for soybean parent seed and commercial contract soybean production. Located in Story City, Iowa, MBS Genetics employs fewer than 40 individuals yet operates on a global scale and counts among its customers some of the largest seed breeders in the world.

Challenge:

Given the customer base with whom MBS does business, the ISO (International Organization for Standardization) certification for quality management was an operational necessity and a client driven requirement. MBS management, and its business operations were being held to the same standards as its huge multinational customers, yet MBS’s training budget was understandably more modest. MBS leadership attempted to fulfill its quality management obligations through a number of “affordable training solutions”, including on-line programs, but found those programs were not specific enough in focus. MBS needed a realistic training solution.

Solution:

MBS Genetics was referred to DBR by a fellow small business in Central Iowa who was utilizing the 260F program to fulfill its own training needs. DBR has since provided a number of training programs to help MBS fulfill its ISO certification requirements, achieve ISO related goals and objectives, and implement a company transition plan. Training provided by DMACC has also included a variety of management training programs such as the Lean Manufacturing for the improvement of processes, A3 utilization, and project management training for transition planning. To date, MBS has been awarded three 260F projects, totaling over \$60,000 in training funds. MBS has matched those training funds with its own investment of about \$25,000 for the training programs.

Results:

MBS Genetics credits the 260F program with dramatically improving its management’s performance and with helping it achieve a number of ISO goals and objectives. Company professionalism has greatly increased, a number of staff have moved from hourly to salary managerial positions, and a transition plan is in process whereby individuals are actively being trained to assume leadership positions within the next few years. The customized training that DMACC provides has helped MBS satisfy existing clients and attract new ones.

“DMACC’s 260F program enabled MBS to access the high quality training we absolutely needed at a price we could easily afford. Thanks to the top notch DMACC trainers, our managers can communicate and operate at the same levels of professionalism and efficiency as their counterparts at the huge multinational companies with whom we work every day. We absolutely plan to continue this relationship into the future.”

– **Scott Saienga, Production Manager, MBS Genetics, LLC**