

Thriving Together

LSI ADL Technology leverages IPC membership for growth, training, and industry leadership

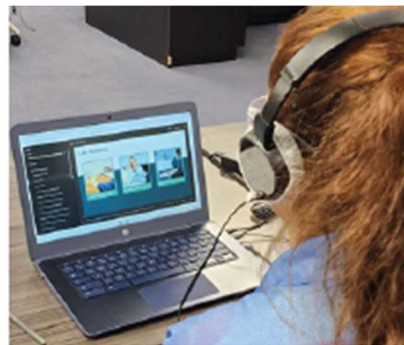
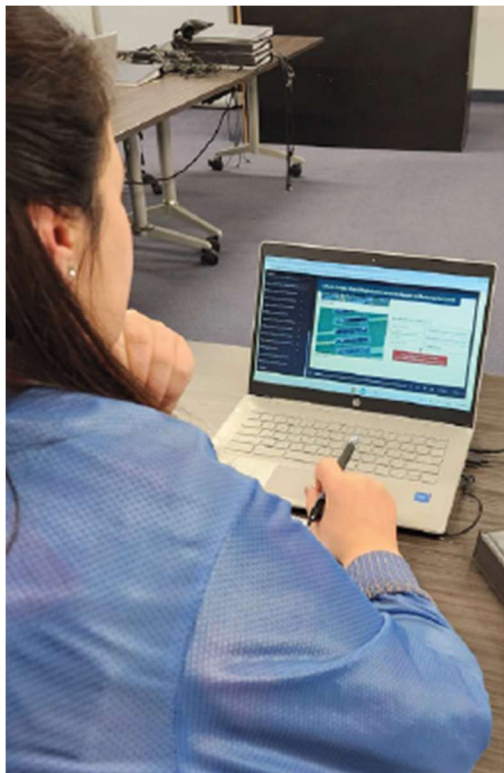
By Michelle Te, Managing Editor, IPC Community

Whether attending the EMS Leadership Summit at IPC APEX EXPO, or subscribing to workforce training, LSI ADL Technology has noted several positive changes directly related to its IPC membership.

“Collaboration, brainstorming, and sharing best practices have been the most important aspect of our partnership with IPC,” says Jonathan Verity, assistant general manager at LSI ADL Technology. “IPC provides the knowledge, training, and tools that allow our business, operators, and staff to be the most successful they can be in managing our business and customer relationships.”

In 1993, ADL Technology was established in Columbus, Ohio, as an engineering design company. It entered the contract manufacturing business four years later, starting with PCB assemblies, and expanded into box-build assembly in 2004.

ADL formed a key partnership with LSI Industries, producing all the LED assemblies for its lighting projects. As a result, LSI acquired ADL in 2009, adding more surface mount technology, expanding the capabilities of its production operations, and growing its business by investing in integrated manufacturing and design services.



“Our fantastic team has done exceptional work over the years to shape this business for growth,” Jonathan says. “Our current challenge is how we successfully gear this business for continued growth by making it highly efficient and scalable to meet our customers’ current and future needs.”

LSI’s partnership with IPC has been extremely rewarding. “We have a great working relationship, and I am looking to continue fostering that relationship and leverage all the benefits we can in order to grow our people and business,” he says.

Because there is not a high concentration of electronics manufacturing in the Columbus area, Jonathan says it’s harder to find and maintain a qualified workforce. “[Finding] soldering experience is especially challenging,” he says. “Machine operators with ‘past experience’ aren’t even necessarily relevant. There’s a big difference between pressing a button on a machine and setting up, calibrating, proving in programs, and running an entire SMT line.”

He takes workforce training seriously and does everything he can to focus on training and documentation. “We invest heavily in knowledge and resources,” Jonathan says. Looking outside the company for their training needs meant hiring a third-

party vendor, but the costs felt prohibitive. “Those costs led us to invest in adopting an in-house CIT and to leverage the [IPC] workforce training toolkit and workforce training subscription.”

It’s not easy to manage training time and assign roles to optimize learning outcomes. Implementing training on the shop floor “always conflicts with production needs,” Jonathan says. “Taking operators off the floor for an extended period directly impacts our ability to produce, depending on timing and daily production mix. But it is something we are deeply passionate about and committed to sustaining.”

He feels that the IPC training for operators “directly and positively” impacts the quality of their assemblies.

“It’s something our customers expect and appreciate.”

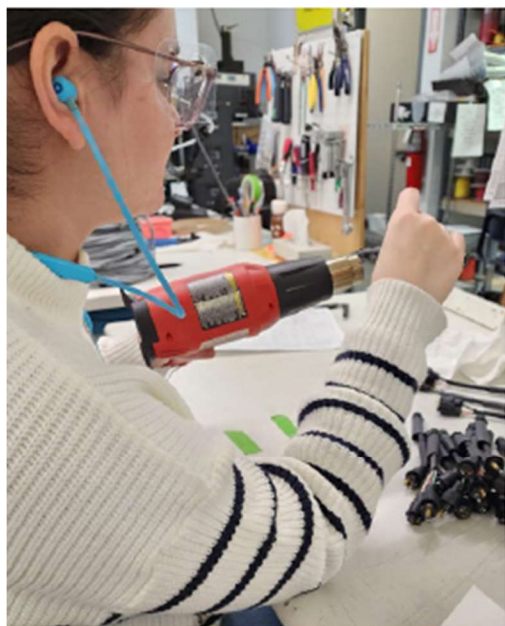
After using IPC’s training courses for over a year, LSI opted to join the workforce subscription service.

“The biggest advantage is how readily accessible the programs are now,” Jonathan says, “which has really helped with the cost and administration of training. We try to take advantage of every opportunity we can.”

The company has noticed specific outcomes due to utilizing the workforce subscription programs. “Having a solid knowledge foundation cuts



Jonathan Verity



down on mistakes and gives our operators the ability to process work without having to look up everything when they don't understand a specification or requirement," Jonathan says. "They have the knowledge to know what and how to perform the work, leading to better throughput."

IPC certification has been essential for LSI ADL Technology to grow its external business, "providing us with critical industry backing, which our customers love and require," he says. "Especially as more customers require Class 3 assemblies, we felt it was essential to have the proper certification."

LSI has also met with Cory Blaylock, IPC director of workforce partnerships, about implementing IPC's Apprenticeship Program. "We are doing a lot of the work and training already, and it would be ideal to offer this as a benefit to our operators," Jonathan says. "We just extended an offer to a new employee to build our training program and documentation team, allowing us to finally have the bandwidth to get this program off the ground."

Another IPC member benefit for Jonathan and General Manager Dave Feeney was to attend IPC APEX EXPO 2024. "We hadn't attended since 2019, and didn't have any expectations other than to learn and observe, but it was beyond my expectations," Jonathan says.

They came to Anaheim looking to add equipment and processes that would give the company greater flexibility and throughput. "We wanted to shop around the different vendors to see what they offered,"

Jonathan says. "We made many connections and collected ideas to bring back home for discussion."

While there, they participated in the EMS Leadership Summit, which Jonathan calls a "fantastic networking experience and an opportunity to gain industry insight." Not only did they meet many new people, but they were also surprised to meet up with several of their industry partners.

"A couple of contacts we had really stood out to me," Jonathan says. "I found out through casual conversation during a break that another EMS leader and I had an unusual mutual connection with a couple of individuals in Taiwan. We had all worked in the same circle for years, overlapping but never meeting in person. It was a connection that was meant to be, and I have since developed a great professional and personal connection with them."

Since attending APEX EXPO, Jonathan has joined the EMS Steering Committee and participated in industry best practice conversations by helping plan future summits. He praises the networking opportunities through IPC. "We can turn the summits into something extremely valuable for everyone involved," he says. "I am excited about what the future holds."

Jonathan is not new to the EMS supplier industry, but since joining LSI ADL three years ago he has seen many benefits to his partnership with IPC. "It has provided me with the tools and opportunities to grow and flourish in my position and have access to great people and knowledge that move our business forward." 🇺🇸🇨🇦