

Window and door manufacturer recruits and retains talent with the help of Tooling U-SME

“Train-the-trainer, the accelerated worker performance and the learning management system pilot are what’s on our radar [with Tooling U-SME].”

— *Production Manager*

Challenge

- Aging workforce and lack of new-hire pipeline
- Training needed across 13 manufacturing facilities with 7,500 employees
- Rapidly advancing technologies

Solution

- Developed clear job titles and descriptions
- Worked with Tooling U-SME to place team members into the right roles
- Assembled a staffing and development core team; set up a dedicated training facility
- Implemented an employee progression program
- Set up a systematic training process with accountability and commitment
- Offered a pay incentive for completion of training

Results

- Garnered strong leadership support and ongoing commitment to employee training programs
- Grew relationships with local education institutes, community colleges and high schools to help fill the pipeline
- Launched formal onboarding and developmental programs
- Ramped up tech trades recruiting, tying it to key performance indicators

