

Specialty bearings manufacturer awarded incumbent worker training grant with the help of Tooling U-SME

“Working with Tooling U-SME was a wonderful experience. When they came on board, they did a comprehensive and inclusive analysis of all our processes. What’s really great is their flexibility.”

— HR Manager

Challenge

- Growing skills gap resulting from an aging workforce
- Competing with large union manufacturing organizations for skilled workers
- Declining productivity
- Missing cross training
- Managing inconsistent training

Solution

- Tooling U-SME performed workplace performance assessment and comprehensive analysis of processes
- Created a detailed, comprehensive learning and development plan
- Gained commitment from senior leadership
- Determined competencies for each job classification

Results

- With Tooling U-SME’s help, received incumbent worker training grant from State of Connecticut and created three-year apprenticeship program
- Improved job descriptions, identified competencies and developed job qualification standards
- Created transparent career progression path for employees

