

150-Year old manufacturing company elevates knowledge with improved learning culture

“We needed to make a change, and after working with tooling u-sme and everything they had to offer, it really matched up with our needs. Tooling U-SME has everything we needed built into their curriculum.”

— VP Of HR for Aircraft Turbine

Challenge

- Growing pains caused by sharp increase in new hires and subpar onboarding model that didn't scale
- Aging workforce – number of retirees doubled last year
- Inconsistent training in newly opened international facilities
- Training was subjective based on various leaders – some encouraged training, others did nothing

Solution

- Assess incoming employees to create baseline of training
- Create learning organization
- Partner with community colleges, workforce organizations, and National Institute for Metalworking Standards (NIMS) certification to foster future workforce from public school students
- Serious community involvement and collaboration – means skilled hires for suppliers too
- Started training temporary employees also so that temp-to-permanent hires were seamless
- Worked with Tooling U-SME Learning Services to develop a learning culture – incorporated lean, quality, and safety courses into required curriculum

Results

- Increased employee buy-in, not just leadership
- Established baseline of knowledge
- Hired 115 qualified employees out of the community college pipeline
- NIMS grants pay for student training program

