

Tips and Techniques

Included with this package are the following supplied by the FIA/FIERF

- **Forge Your Future** CD
- **The Forging Advantage** CD
- **Forging – Where, Why, How?**

We hope these tools are useful in your outreach programs and encourage your feedback – but most of all, we hope you put these tools into action!

Why become involved in local schools?

To fill your employment pipeline and promote your organization as an employer of choice in your community. FIA Members have expressed the critical need for three types of employees:

- Skilled hourly employees
- Higher skilled (most likely machinists or maintenance related) manufacturing employees
- Technical employees, most likely materials, mechanical and manufacturing engineers

How to begin?

- Assess your skills gap and demographics, what will your workforce look like in five years?
- Develop an organization-wide, board-approved, written, annual plan
- Include senior management
- Emphasize school/work-link programs
- Try everything!



Below are some tips and techniques shared by FIA Members that have proven successful in their efforts to improve their future and current workforces

Networking is the operative verb. Local middle schools & high schools are filled with teachers, administrators, aides and students that are very interested in working with you. The problem is finding the enabler that will make/allow/encourage/support this effort. Finding that person(s) is critical.

Networking has worked for us. Inviting science & math teachers, tech-ed teachers, counselors and/or administrators to your facility to explore the possibilities is where it started for Walker Forge. We treated them like ‘really good’ customers. We finally found ‘the one’ and the program has been operating successfully for 3+ years. It did take 4 years to get to the success part though.

To quote a recent commencement speech at our local tech college by retired Green Bay Packer George Koonce...“Passion, Purpose and Perseverance is what it takes”. You’re selling manufacturing as a great future to everybody and it should be no surprise that everybody you speak with can tell whether you mean it or not. Good luck.

— **RICK RECKTENWALD**
VP & PLANT MANAGER, WALKER FORGE

In Western Pennsylvania, Ellwood Group, Inc. (EGI) works closely with our local schools to promote the vast array of career opportunities in manufacturing, specifically in the forging industry.

Our local School-to-Work program helps us coordinate company tours for students, teachers, and counselors – they are all quite surprised by the extraordinary businesses that already exist in their communities.

Reaching out in a collaborative spirit spawned EGI’s “Engineering Day” where local high school students are invited to come onsite to learn from engineers what engineering is all about. One female student said, “I thought I wanted to be an engineer; now I KNOW I do!”

Our close relationship with our Career and Technical centers has resulted in tax credit gifts of equipment, machinery, and software to promote curriculum directly related to job opportunities in our industry.

I encourage you to get involved. It is truly rewarding to watch students, parents, educators, and local community leaders develop a new appreciation for what we have always known – great pride for the forging and manufacturing industries.

— **PAM VASS**
VP, HUMAN RESOURCES, ELLWOOD GROUP, INC.



Workforce Development Tool Kit

Recruiting qualified employees is a theme echoed by many FIA Members. What are you doing to address your skill gap? The Forging Foundation is pleased to be able to sponsor the distribution of this tool kit with ideas from FIA Members designed to assist you in your outreach efforts in your local area.



Forging Industry Educational & Research Foundation

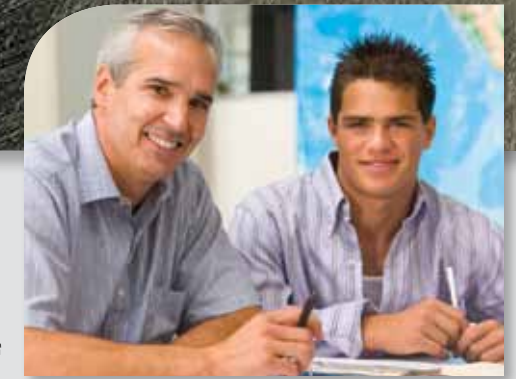
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Specific Steps and Ideas



High Schools

- Work with 3-5 local high schools as “magnet schools”
- Arrange plant tours for science teachers, guidance counselors, students and parents
- Review local school-to-work programs with magnet high schools
- Network with other manufacturers – is there a “School to Work” or other programs in your area
- Meet with the high school science teachers and counselors
- Share the **Forge Your Future** and **The Forging Advantage** CDs with them. These CDs contain information on the forging process and careers in the industry
- Share the availability of ASM Materials Camps with teachers and students and encourage their participation. See www.asminternational.org/portal/site/www/foundation/materials-camps; City of Materials Video Game – http://cityofmaterials.asminternational.org/portal/site/city_of_materials
- Reach out to your local ASM Chapter and volunteer to participate in Materials Camps; visit the Camps, provide a plant tour
- Pass along these materials along with a ‘goodie bag’ of promotional materials from your company (A coffee mug with your company’s logo on it might start a discussion with a student!)
- Partner with teachers to have your engineering staff do classes at the high school
- Arrange an Engineering Day on a Saturday with plant tours – invite the parents
- Arrange paid summer internships for even high school students - lab, HR, finance, production scheduling, etc.
- Sponsor a Science Olympiad, an ASM Materials Camp or similar event (see examples under Additional Resources)



Vocational Schools

- Meet with the local vocational schools to make sure they are providing the correct classes -welding, hydraulics, electrical and mechanical repair
- Share the Forge Your Future and The Forging Advantage CDs with them – these CDs contain information on the forging process and careers in the industry
- Make direct investments in the vocational schools, there may be tax incentives in your state to do so
- Coordinate your efforts with other local companies – meet with your local HR group often
- Arrange plant tours
- Invite students to a dinner attended by your President, VP – Manufacturing and Maintenance Superintendent
- See if the schools are utilizing the National Association of Manufacturers Endorsed Manufacturing Skills Certification – see attached web-site - <http://www.nam.org/content/Institute/Education-Workforce/Skills-Certification-System>
- Check if your vo-tech school has a “student learner” program. Your state may allowing hiring students under the age of 18

Community Colleges

- Recruit and interview on-site
- Arrange plant tours
- Have your metallurgical or engineering staff teach a course there, or at least one class
- Sponsor a class or individual research project with relevance to your operations
- Invite students to a dinner attended by your President, VP-Manufacturing
- Get your senior leadership on the local community college board
- Work with FIA/FIERF to provide Forging Design Guides and/or Forging University materials to be made available for course content or student projects



Universities

- Get to know FIERF Magnet School Professors (see FIERF website or contact Karen Lewis – 216.781.6260 or karen@forging.org)
- Recruit and interview on-site
- Attend a FIERF event at a Magnet school
- Develop an intern and/or co-op program for university students – include stipend for housing
- Provide a speaker for engineering student organizations (Material Advantage, Society for Women Engineers, etc.) Provide pizza – the staple of a college campus!
- Promote Finkl Scholarships awarded by FIERF
- Provide direct scholarships or loans to employee children and others
- Connect with specific professors, offer to make a class presentation, participate in Employer Introductions – Find your contact!

More Ideas...

- Use the Forging Career Center to post open positions
- Apprenticeship programs – see if a state or federally approved program is offered in the disciplines for which you are searching – coordinate with the local vocational schools – see <http://www.doleta.gov/business/pws.cfm>
- Hire Military Personnel – check out militaryhire.com
- Attend local job fairs
- Hold your own job fair
- Advertise on the radio
- Use the Wonderlic, or similar, cognitive ability tests
- Pay a bonus if someone is recommended by a current employee and stays with your company 90-days or so
- Utilize the FIA Forging University – and make sure your supervisors have received the Certificate in Forging Excellence
- In-house training using consultants, vendors, etc.
- Search for grant money for training
- Pay for employees to go back to school, even a specific discipline like metallurgy