

Workforce Development Partnership at General Plastics Manufacturing Company



Description

A collaboration of business, government and education has demonstrated how an engaged Washington employer can recruit, maintain and develop a top-flight workforce capable of meeting the tough demands of a global economy.

General Plastics Manufacturing Company and the Business Connection (a 2004 Governor's Best Practice award winner) collaborated on a comprehensive recruiting strategy which included an assessment tool designed to determine important characteristics of their best current employees. These assessments, used in conjunction with other tests and screening criteria, resulted in recruiting only applicants that met the company's stringent requirements and who were also a "good fit" for the company's culture.

In addition, the company contracted with Tacoma Community College, aided by a \$48,000 Job Skills grant, to design a customized curriculum in manufacturing systems and to train 25 new managers and supervisors capable of succeeding current employees as they retire. Key success factors included General Plastics assisting with the course design, providing on-site training facilities, ensuring the training resulted in college credit and paying workers their salaries during the three-hour weekly training conducted from September 2008 to June 2009.

Results

The partnership created stronger employee involvement and a sense of ownership for the 25 participating employees. It also fostered a workforce capable of successfully competing in a global economy developed through the collaborative efforts of business, government and education.

Since 2006, the company has spent \$14,218 to recruit, screen and assess 908 applicants. From this candidate pool, 144 were hired. Employee turnover, recruiting costs, and company staff time to source these positions were substantially reduced.



Partners

Tacoma Community College
WorkForce Central Business Connection

Contact:

Eric Hahn
Vice President for Organization Development
General Plastics Manufacturing Company
Eric_hahn@generalplastics.com
(253) 473-5000