

Developing the Next Generation of Manufacturers

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- Founded 1988
- Design and manufacture gas combustion products for OEM's
- 5 Locations between USA, Italy, and UK
- Head quartered in NE Ohio
- 450 Employees worldwide





Beckett

A BETTER PLACE TO WORK



How we get engaged

- Belief about people
- Selection
- Environment for Development
- Preparing for next generation
- Tapping into the community

Problem: Finding the right people for today and tomorrow

- In 2016 68% of HR professionals experienced difficulty recruiting candidates for full time positions, up from 50% in 2013
- Top issue was a lack of applicants
- Second issue was lack of necessary experience

How do you see people??

- A direct variable cost
 - A means to an end
 - A stereotype
-
- An individual with intrinsic value

**What you believe
determines your view of people
and influences your actions**



People are our company

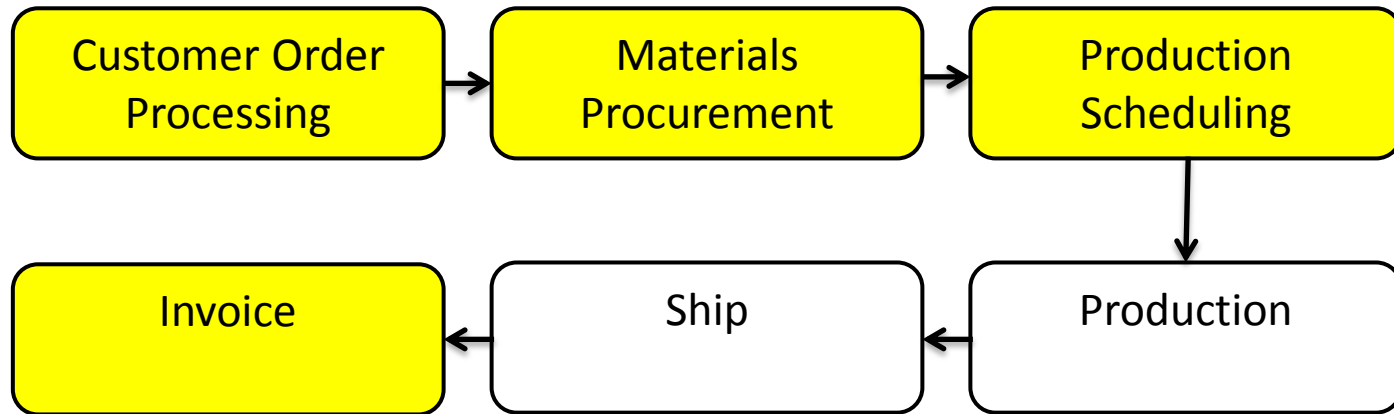
- Each person has intrinsic value
- We each have different abilities and strengths
- Enduring value: Profound Respect for the Individual

Selection for Future

- What to look for
 - Define critical / key attributes for the role
 - Cultural fit
- Where to look
 - Consider internal candidates first
 - External candidates, especially outside of industry
- The Process
 - Interviewing and testing
 - Establish community networks

Materials Order Management

Cross Functional Team



Environment for Development

- Provide a culture of respect and trust
- Invest in colleague's growth and learning
- Provide opportunities by building the business
- Challenge status quo
- Goal setting and open honest discussions

Get Engaged

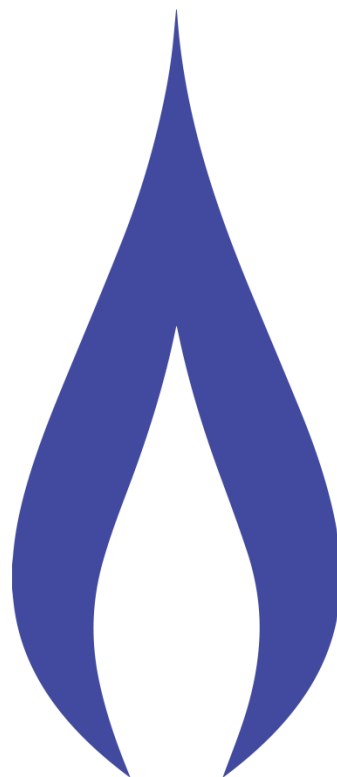
Temporary Agency

Relationship and Understanding of the Beckett Gas culture

What they provide:

- Understanding of Beckett Gas culture and what type of colleagues we are targeting
- Screening and testing of potential colleagues
- Checking for required documentation
- Beckett Gas video

Temp Agency



Video

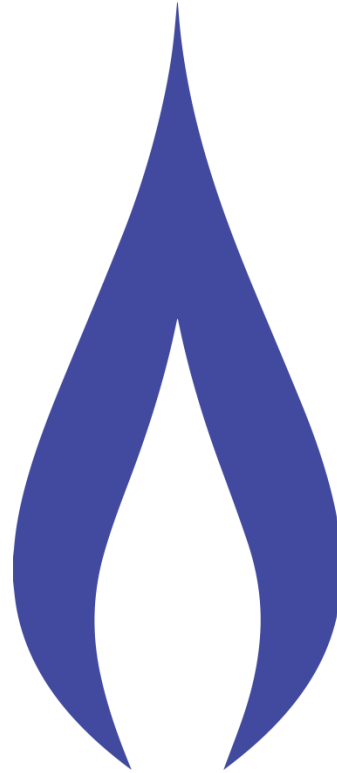
On-Boarding

Day 1 training for all colleagues
Spend time with 1st impression and
getting to know each colleague
Making **each colleague feel at ease**

Why we do the On-Board training

- 1st ten seconds you meet someone sets the impression of our company
- Beckett Gas culture
- Required training: OSHA

On-Boarding



Video

Process Videos

A supplement to our current process sheets and work instructions

Why process videos

- Millennials into workforce
- Understanding process sheets
- Short videos
- Tricks of the trade

Process Videos



Video

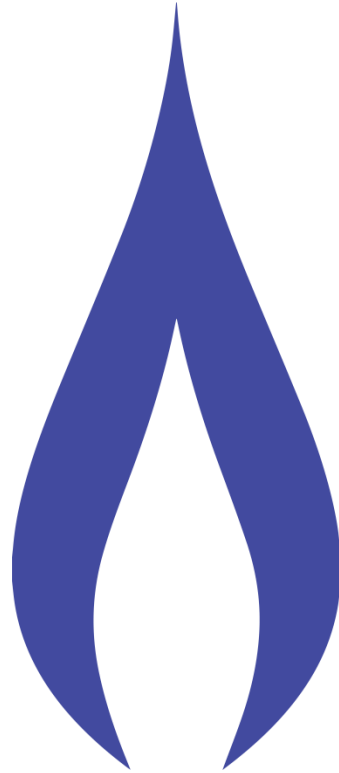
Improvement Videos

Colleagues avenue to show improvements to the rest of the facility

Why we do them

- Continuous Improvement
- Challenges each colleague
- Sharing knowledge

Improvement Videos



Video

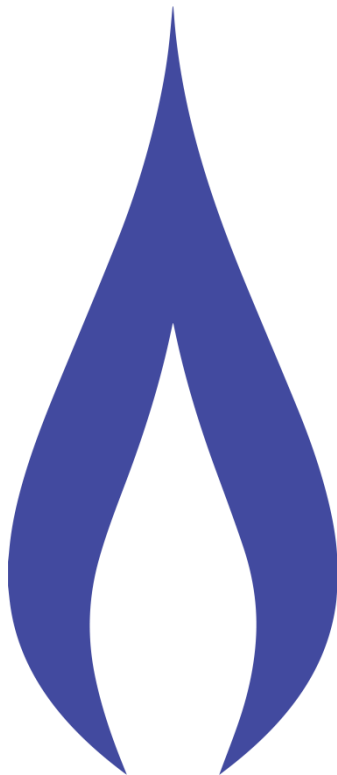
Automation

Automation for a competitive advantage and it gives opportunities for colleagues to improve their skills

Opportunities from Automation

- Training colleagues new skills
- Creates new positions within the company
- Displaced Colleagues are moved to other areas

Automation



Video

Developing Colleagues

Using colleague's (mental, creative, physical, skill) abilities

- Apprenticeship program
- Tuition reimbursement
- Mentoring and Coaching vs. Evaluations

Lessons learned from:

- Old guard thinking
- The business culture
- Egos
- Hiring practices
- Low or no investment in training

Developing Colleagues



Future

Where are we Heading?

- Using Co-Ops/ Interns
- Investigating Early College/ Early Career

Causes of our Direction

- Baby boomers are retiring
- Losing tricks of the trade
- High Schools have pushed college and not Manufacturing
- Limited pool of candidates

Co-Ops/Interns Summer 2017



Community

Opportunity to educate the community about manufacturing

Why Manufacturing Days?

- Manufacturing Day in October
- Teach students about Manufacturing
- Plant tour
- Hands On experience
- Opportunity to reach High School and Middle School students

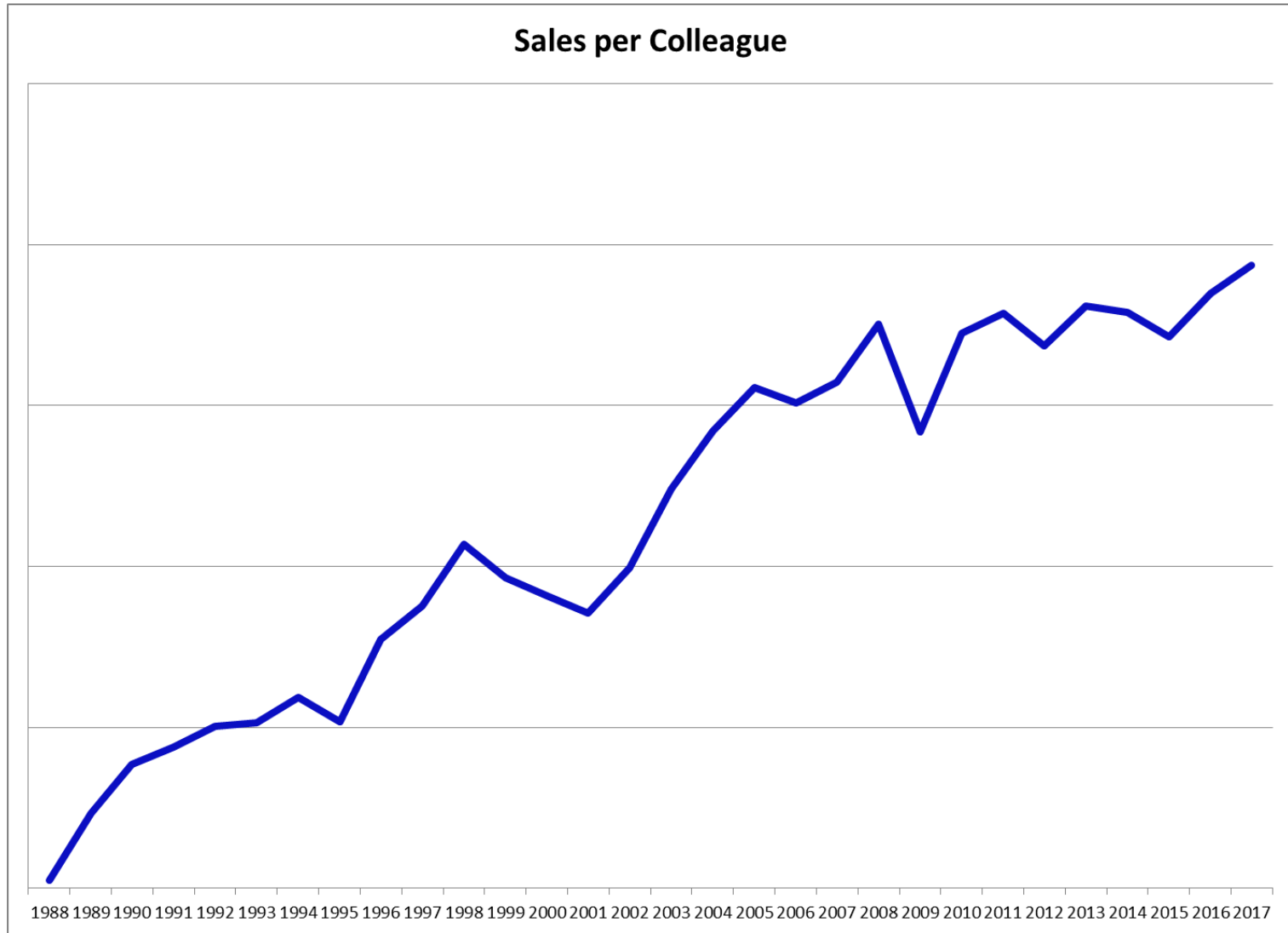
Community



BGI Results

Lessons Learned

- Do what works for your company
- Selection Process
- Development Process
- Reaching High School and Middle School students
- Community



Get Engaged

Beckett Gas challenges you to Get Engaged by these key takeaways:

- Define what you believe
- Create an environment that challenges development
- Connect with your community and the next generation

Thank You!

Your opinion is important to us!

Please take a moment to complete the survey using the conference mobile app.

Session No: WS/40

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Manufacturers**

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