



sme
fusion

THE MANUFACTURING WORKFORCE EVENT

 **readytohire**
Powered by CENGAGE GROUP

 **GREDE**
Casting Integrity

April 8, 9:45 AM – 10:30 AM

Innovative Talent Recruitment and Retention



Denise Cowburn, moderator

Sr. Client Executive/Workforce

Development Specialist

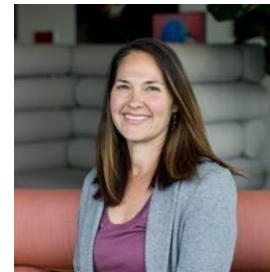
Tooling U-SME



Matthew Hladki

Chief Administrative Officer

Grede



Becca O'Toole

Partnership Development Director

Cengage Ready to Hire

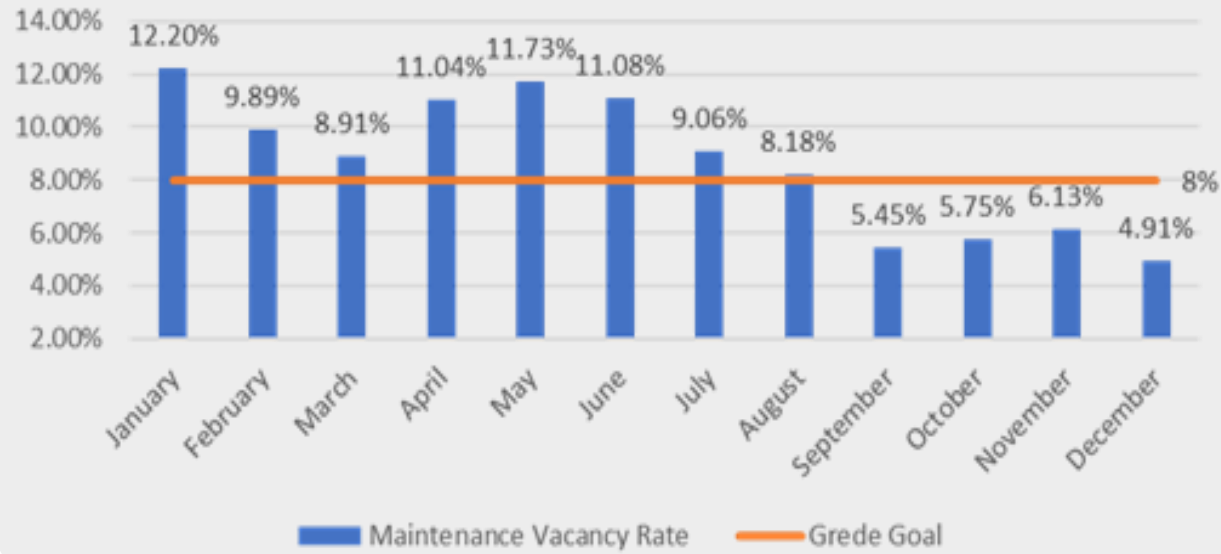




Grede Maintenance Staffing

The Problem

Overall Maintenance Vacancy Rate



Maintenance turnover by tenure

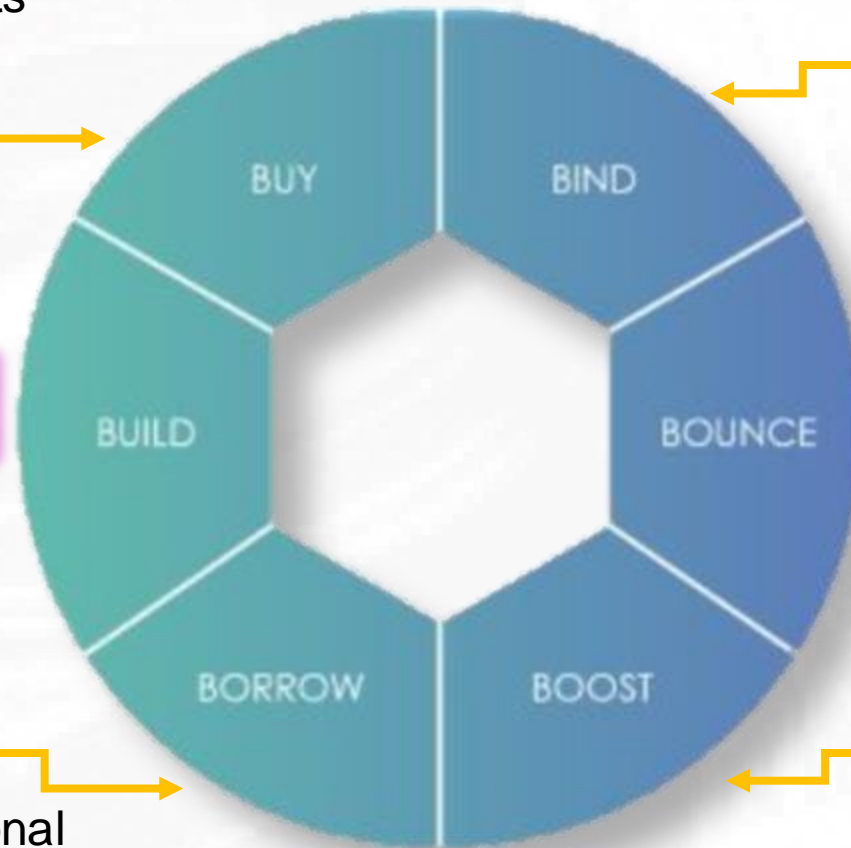


What We're Doing About It

- Market-based wage adjustments
- Trade-school tuition repayment program
- Military Recruitment Programs

- Maintenance-specific engagement actions
- Increased communication efforts

Ready to Hire Pilot!



- SkilledWork
- Tradesman International

- Skill-based comp structure
- Maintenance training program



Ready to Hire

An Untapped Talent Source

We recruit students to fill jobs – not classrooms. As a global education company, we're tapping our workforce network to build new talent pipelines in local communities at the most in-demand jobs.

1,800

Academic Institutions

including Universities, Community Colleges, Technical Colleges, Vocational Schools, CTE Programs, K-12 Institutions

200+

Workforce Organizations

including local Workforce Boards, Goodwill and other major non-profit organizations dedicated to workforce development

250,000

Learners Annually

completing career programs through non-credit channels with our workforce and academic institution partners nationwide.

4M+

Prospective Learners

to tap across all Cengage channels to enter talent pipelines in all geos: K-12, Re-entry, Workforce, Credit, Non-Credit, Tribal Nations, etc.

BOSTON, MA
80+ new hires

NEW YORK, NY
300+ new hires

WASHINGTON, DC
50+ new hires

NASHVILLE, TN
30+ new hires

CHARLOTTE, NC
30+ new hires

GREENVILLE, SC
15+ new hires

DALLAS, TX
100+ new hires

PHOENIX, AZ
60+ new hires

LOS ANGELES, CA
250+ new hires

NOVANT HEALTH

SIGNATURE HEALTHCARE
SIGNATURE MEDICAL GROUP

Northwell Health

Health Care

Goodwill

TEMPLE HEALTH

Kroger

TOOLINGU sme

HCA Healthcare

Beth Israel Lahey Health

SIH

Goshen Health

amazon | career choice

OACHC

Vegas PBS

THE HOME DEPOT

InStride

A New Model For Entry-Level Talent



A scalable, employer-driven strategy to produce more candidates with more skills in more locations.



Increase supply of local, qualified candidates



Decrease hiring costs and partner complexity



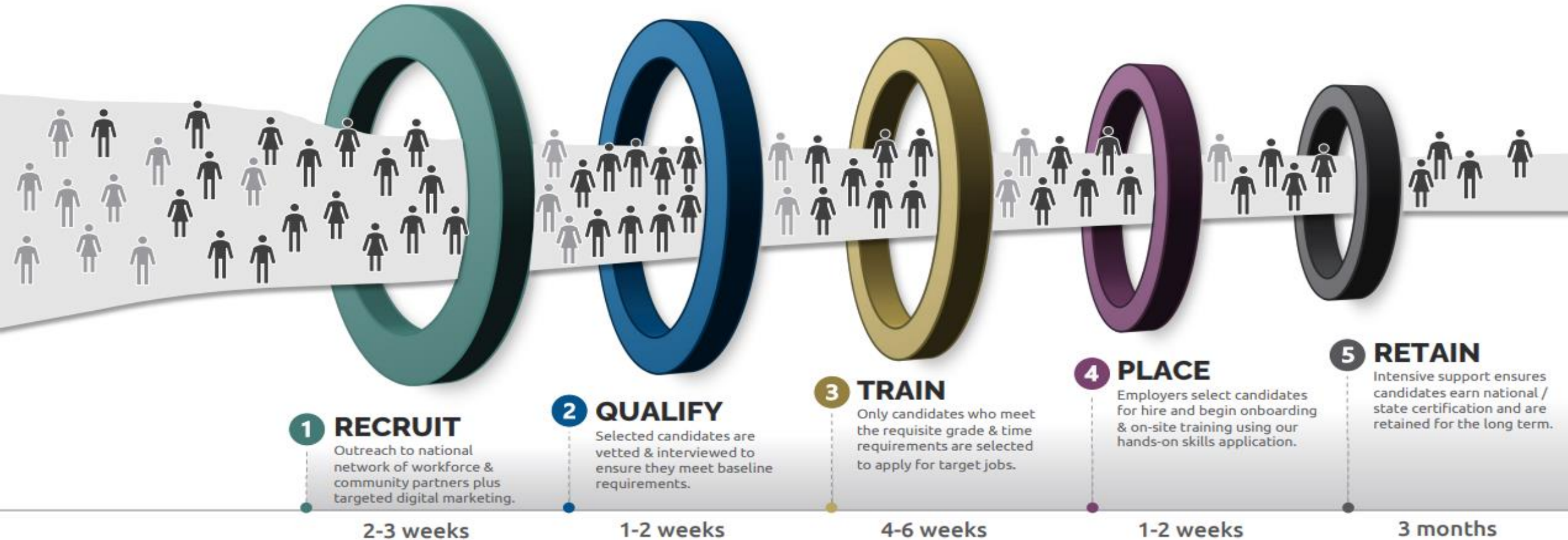
Increase retention and employer brand perception



Grede Ready to Hire Pilot

CREATE NEW TALENT

Our selective training and recruitment system widens the initial talent pool. We identify only the most exceptional candidates for referral.



1 RECRUIT
Outreach to national network of workforce & community partners plus targeted digital marketing.

2-3 weeks

2 QUALIFY
Selected candidates are vetted & interviewed to ensure they meet baseline requirements.

1-2 weeks

3 TRAIN
Only candidates who meet the requisite grade & time requirements are selected to apply for target jobs.

4-6 weeks

4 PLACE
Employers select candidates for hire and begin onboarding & on-site training using our hands-on skills application.

1-2 weeks

5 RETAIN
Intensive support ensures candidates earn national / state certification and are retained for the long term.

3 months

Employer-branded Campaign Development

We design the entire recruitment campaign tailored to your brand, ensuring consistency and maximizing credibility amongst potential candidates.

Strategic Channel Planning

We plan and select the best channels and targeting strategies based on Grede's ideal candidate profile and target role.

Ad Spend Management

We shoulder the ad spend, budget, and pacing allowing you to focus on other priorities.



Engagement Management

We manage campaign engagement, including responding to comments and incoming questions, to ensure a smooth candidate experience.



GREDE
Casting Integrity

BE PART OF
SOMETHING BIGGER

CARS, TRUCKS, SEMIS, FARM EQUIPMENT, AND OTHER VEHICLES THAT KEEP AMERICA MOVING

APPLY NOW

Ford GM CATERPILLAR
Rexroth Bosch Group IP Ingersoll Rand
ZF DAIMLER PACCAR

READY TO ACCEPT THE CHALLENGE?

GET PAID TO TRAIN AS A MAINTENANCE TECHNICIAN!

APPLY TODAY

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#GOFURTHERWITHGREDE
BUILD A **HIGH-PAYING CAREER** HERE!

APPLY TODAY

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GET PAID TO TRAIN AS A MAINTENANCE TECHNICIAN!

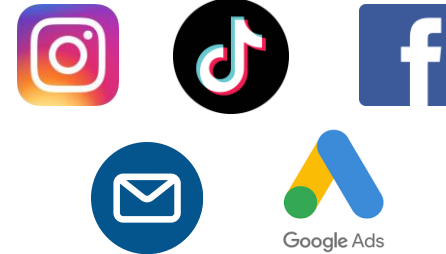
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#GOFURTHERWITHGREDE
BUILD A **HIGH-PAYING CAREER** HERE!

APPLY TODAY

YOUR FUTURE STARTS HERE.



readytohire Certified Manufacturing Associate for Electrical Vehicle Production

With an experience and skill set in this location, you'll be a valuable asset to our production team in as little as 2 months.

Start Your Manufacturing Career Today!

Seeking Trainees in San Antonio, TX

The Application Process

1. Select Your Information
2. Complete the Online Application
3. Complete the In-person Skills Exam

Modern Manufacturing on the rise!

About Ready to Hire

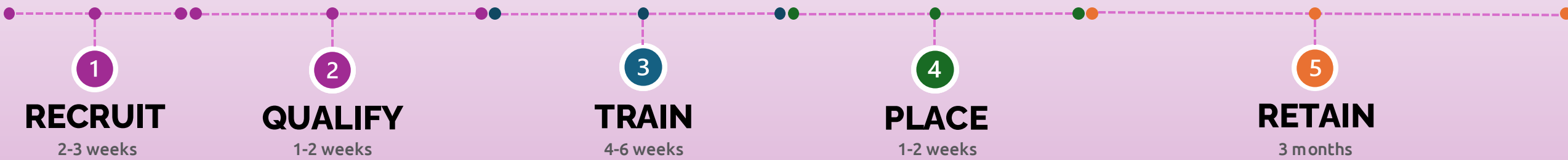
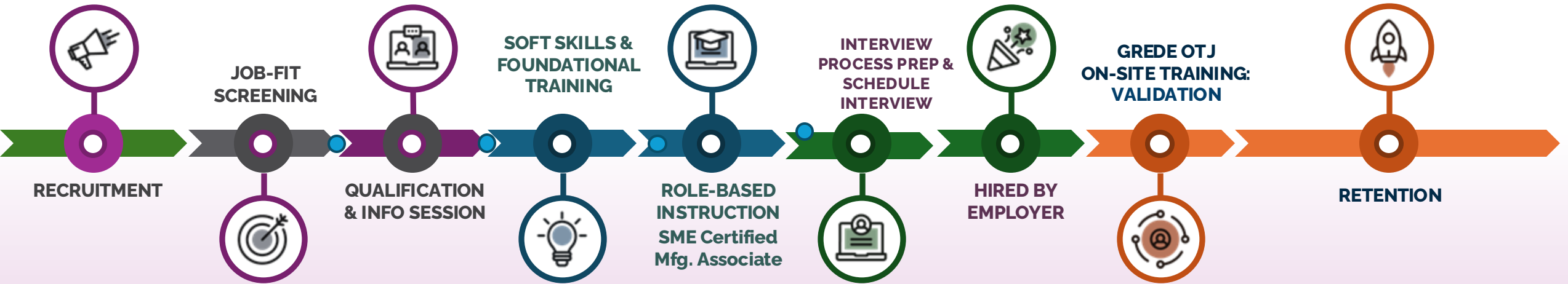
readytohire

NO EXPERIENCE
NO DEGREE



Outside > In, then Inside > Up

A multi faceted approach to filling the funnel for both technical and nontechnical roles.



Let's Connect



Becca O'Toole

Partnership Development Director Ready to Hire

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Matt Hladki

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Questions & Discussion

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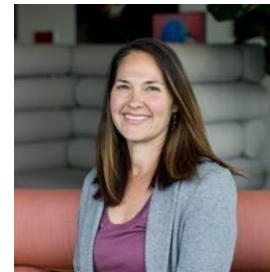
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