

DOMENY TOOL & STAMPING

INDIVIDUAL DEVELOPMENT PROGRAMS



PROGRAM INFORMATION

In the modern advanced manufacturing economy, most production workers, including those on the frontlines, need more than the basic skills that were required in previous decades. To meet demands for efficiency, quality and safety in a workforce where experienced employees are nearing retirement and new talent is hard to find, employers need to attract, upskill, and retain future leaders who will grow the manufacturing sector within their respective counties.

Domeny's custom **Individual Development Programs (IDPs)** meet these needs by helping both incumbent workers and new talent create detailed career roadmaps focused on gaining new skills within the manufacturing environment. These IDPs institute three basic principles (cross training, leadership, and diversity) to build a unique program which provides a diverse talent pool shaping each candidate into "Industrial Athletes" of the future.

PROGRAM HIGHLIGHTS

Customizable: IDPs are customizable to meet the demands of any role within the manufacturing industry. It has already been successfully utilized to transfer skills from a wide range of industries such as food and military sectors to name a few. Our curriculum has effectively created structured learning paths for all types of careers spanning from entry level internships to upper management positions. These positions successfully led to Maintenance & Quality Technicians, Design Engineers, Production Supervision & Human Resource roles within our company. Learning tasks may be changed throughout the program to better match the aspirations of each candidate.

Accelerated: Our IDPs utilize a competency-based assessment, which means candidates can "test out" of portions included in the curriculum and can achieve advanced standing in the program based on previous experience and the current skills. This directly aligns with enhancing incumbent worker skills ensuring they don't waste time training on topics they have already mastered.

Supported by Lake County: The core of the curriculum is based off our partnership with **Lake County Workforce Development (LCWD)**. LCWD is a not-for-profit workforce development leader in the county, region, and state. The Workforce Board has notably collaborated with key partners and stakeholders to lead performance driven and innovative strategies that develop, align, and integrate the

region and local area’s job-driven workforce development system. With their support, Domeny has successfully secured funding for our candidates to obtain new skills, industry leading certificates, and career defining degrees.

A Variety of Validated Credentials: Currently, our IDPs have provided a platform for our candidates to successfully obtain the following credentials.

- Certifications and degrees offered through **local schools** such as the College of Lake County and TMA (CNC Operator/Programmer, Tool & Die, Mold Making, Welding, Quality and Industrial Engineering, CAD/CAM courses, Project Management, Six Sigma ...)
- Specific industry leading certifications offered by Illinois Manufacturing Excellence Center (IMEC) (5s, Lean 101, Daily Lean Management, Value Stream Mapping, Training Within the Industry, Project Management, Six Sigma....)
- Specific technical courses that are **vendor specific** (HAAS, Lincoln welding, Fanuc, Sodick/Mitsubishi EDM, T.J. Snow/Resistance welding)
- Other **Online training** organizations (MSSC, Tooling-U, OSHA, etc.)



PROGRAM OVERVIEW

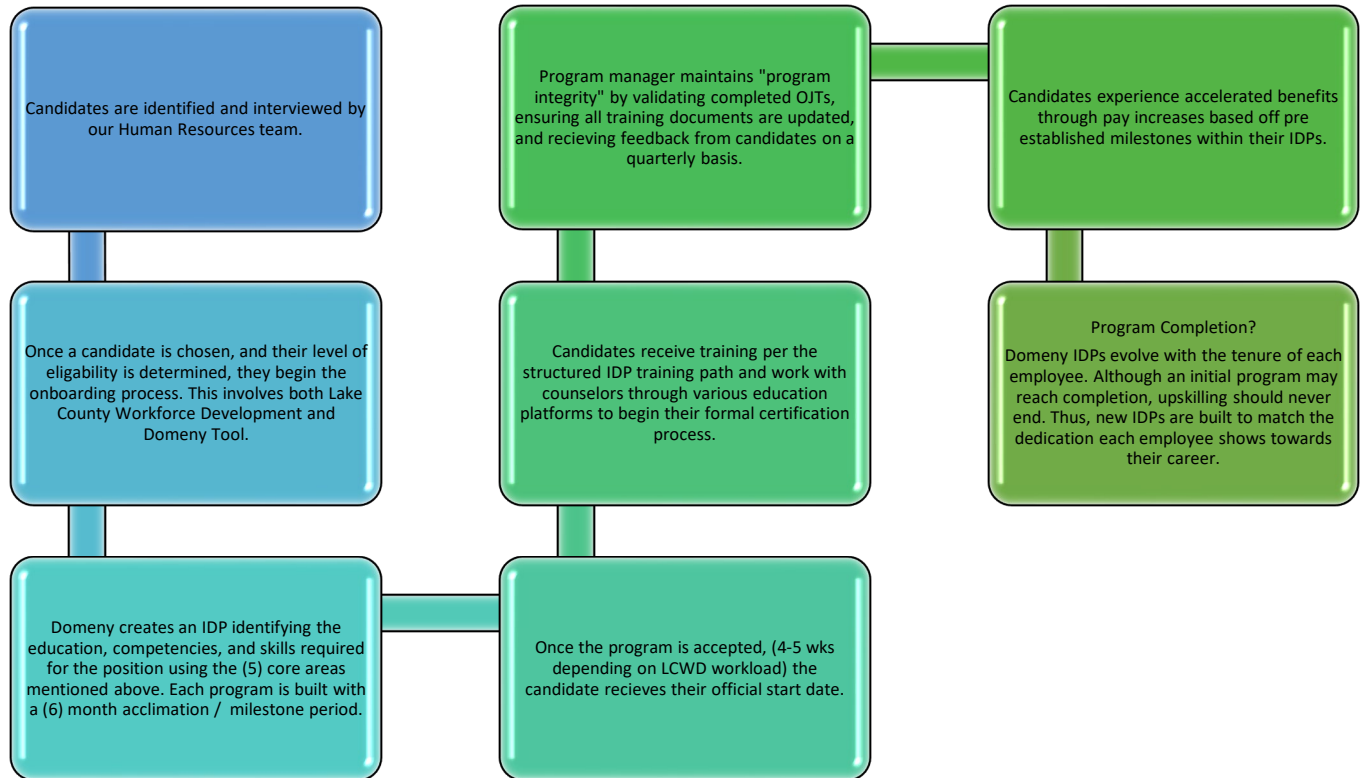
Our IDPs focus on several foundational areas which have proven success in building several technical and executive level careers. These (5) core areas: *Safety, Quality, Diverse Technical Expertise, Lean Manufacturing, and Effective Leadership*, create “Industrial Athletes” who take a holistic approach to solving any problem.

- *Safety - OSHA General Industry 10 hr*
- *Quality – Measuring Equipment, Six Sigma, Production Inspection Processes, ISO 9001*
- *Diverse Technical Expertise - Maintenance, Fabrication, CNC Operations, Tool & Die*
- *Lean Manufacturing - 5s, Lean Daily Management, Value Stream Mapping*
- *Effective Leadership – Teamwork, Communication, Resiliency, Confidence, Accountability*

Cognitive: Each IDP is built to have courses supplement our “hands on” learning. These courses can be classroom or virtual based learning depending on availability and the candidates preferred method of learning.

Practical: All "On the Job Learning Tasks" (OJT's) are competency-based and implemented by industry leading professionals relative to each core area. Each candidate must demonstrate “self-led” proficiency before the trainer validates the task.

HOW IT WORKS



KEYS TO OUR SUCCESSFUL PROGRAM

- Candidates chosen are motivated and demonstrate the desire to learn and progress within the organization.
- Chosen Supervisors/Mentors have demonstrated their expertise and are effective at coaching/mentoring "new" candidates.
- Overall integrity of the program is maintained through effective "OJT" demonstration of knowledge, skills and procedures.
- Chosen mentors are engaging and maintain dedication to the growth of their employees.
- Program managers utilize all available resources to provide educational opportunities for their employees.
- The company's culture supports internal career development and cross training strategies.