



Upskilling and Reskilling Initiatives for the Future of Manufacturing

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Introduction

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My Company / Business Challenge

- Pella Corporation
 - A US leading Window & Door manufacturer
 - Headquartered in Pella, IA
 - 10,000+ team members; 70% Factory Hourly
 - 20 Manufacturing locations across the United States

- Specific business challenge(s)
 - Hiring Technical Talent internally/externally
 - Internal pathways / qualification barriers
 - Outdated talent development programs and processes
 - Scalability



Pella Corporation / Upskilling and Reskilling in Manufacturing



Maintenance Technician Internal Qualification & Development

Goal

- Provide an internal career pathway using OJT, classroom instruction, and Skills/Competency

Stakeholders

- Maintenance & Engineering Teams
- Operations

Objectives

- Maintenance Technician pipeline established
- Create a process that internally qualifies and prepares team members for maintenance and technical roles
- Increased engagement of internal team members through promotional & developmental opportunities

Solution / Program:

Technical Trades Apprenticeship Program - Maintenance

Program Objective

The Pella Technical Trades Apprenticeship Program was designed in response to industry demand for Technical Skills, and the need to internally develop and qualify Pella Corporation Team Members for entry-level Technical Positions.

Program Learning Outcomes

- Perform work safely
- Diagnose, Troubleshoot & Repair Electrical & Mechanical systems
- Use problem solving skills
- Use teamwork & collaboration skills



Solution / Program:

Technical Trades Apprenticeship Program - Maintenance

Key Program Elements

- On-the-Job Training (OJT)
- Mentorship & Coaching
- Classes & Coursework
- Competency Assessment

Key Program Considerations

- Internal pathway & qualification barriers
- Variance in training & processes across sites
- Scalability

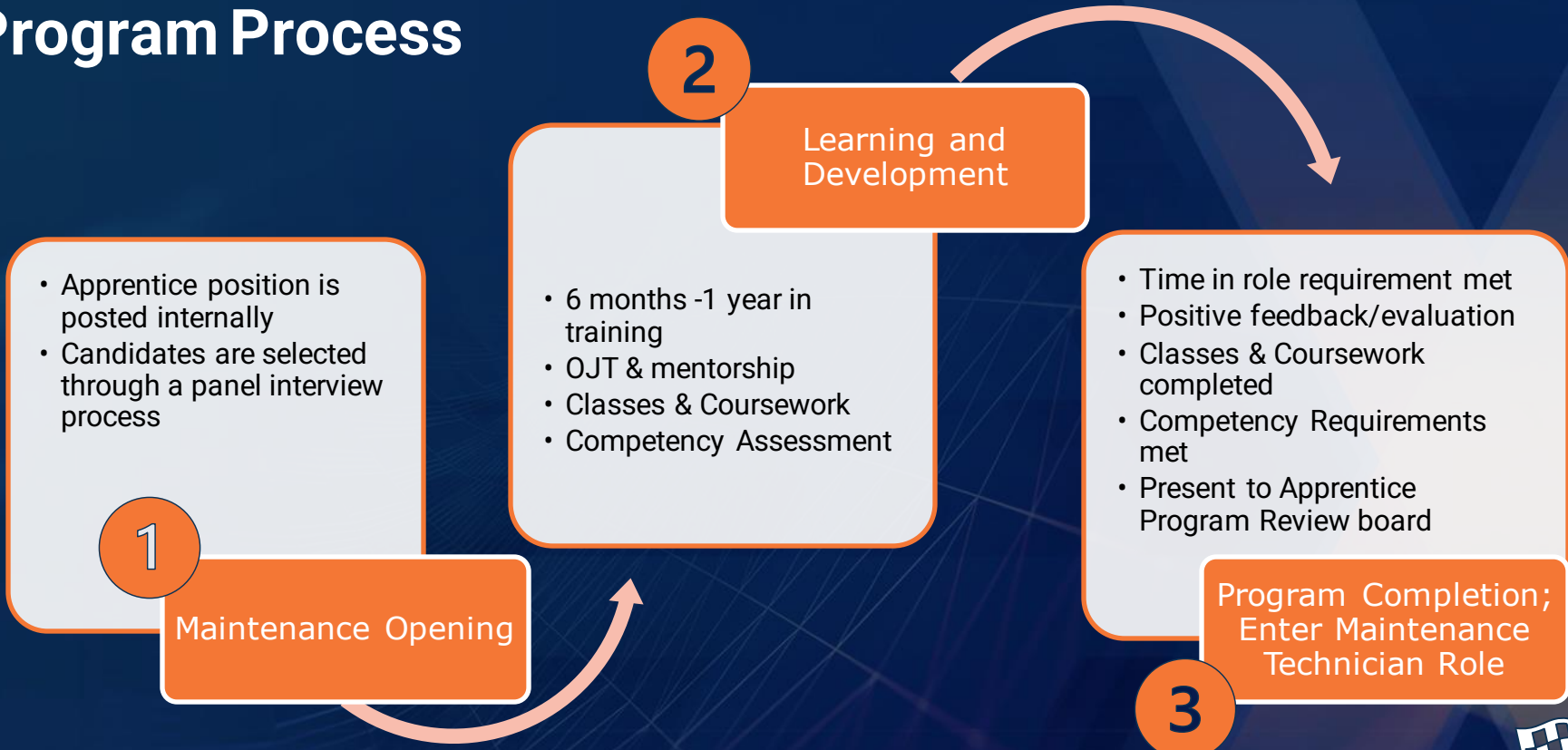


Program Details



- Full-time Apprentice position for internal use; earn as you learn
- 6 months minimum, 1 year maximum in role
- Role-specific competencies
- Apprentice completes required coursework: Pella instructor-led & ToolingU E-learning

Program Process



Timeline (Months)

Month 1-6: Program Enrollment, Learning & Development

Month 6-12: Competency review, Evaluation

Maintenance Vacancy

Learning & Development

Program Completion



Program Detail



Implementation/Deploy

- Pilot began with 1st apprentice in October 2023
- Expanded to 5 apprentices at 3 Pella Corporation sites



Unseen Challenges

- Evolving HR policies & procedures
- Manual process & tracking



Results

- Increase in qualified candidates
- Increased awareness of careers in Technical Trades
- Scalability across multiple sites & locations



Summary / Conclusion

Pella®
FAMILY OF
BRANDS

Pella's strategic plan
is to build our talent
advantage through
talent development.



Thank You!