



Driving Impact for Manufacturers



Employee Development & Training Catalog

August 2023–January 2024

nwirc.org



Customized, On-Site Training Programs

Your company's most valuable resource is its people. Developing your workforce is a critical component to business success, but we know there are impediments to growth due to an expanding skills gap, increasing retirements, and limited talent supply. NWIRC assists companies in creating a workplace culture that attracts, develops, and retains employees through leadership programs, employee development, training, and coaching. Our catalog includes scheduled public training sessions and also topics to consider for onsite training at your facility. Training for your team may not fit into a mold, so customized onsite training may be a better option. Whatever the case, NWIRC's specialists will coordinate the topics, logistics, and facilitators to align with your goals.

No-Cost Training Assessment & Development Plan

Evaluating your existing training and development scenario will identify gaps and ultimately create a plan that will engage your current employees and attract new ones. Our no-cost assessment is a great place to start. After two (2) one-hour collaborative discussions, you'll gain recommendations that offer new insights, on-boarding best practices, and helps you prioritize future training investment.



Benefits of implementing a Training & Development Plan:

- Enhances employee on-boarding experience
- Reduces turnover
- Motivates employees for continued growth
- Increases job satisfaction and morale, boosting an engaged workforce
- Improves productivity and safety
- Serves as a plan for submitting to WEDnetPA for eligible reimbursement

For questions or customized training, contact:
rkeller@nwirc.org or (814) 217-6068

BUSINESS STRATEGY

Spaghetti & Sales: 4 Drivers to Increase Sales Revenue

This sales training event is for any business that has a gap between their sales revenue and sales goals. Geared towards owners, presidents, CFO's, and sales managers/staff, you'll learn how to focus on increasing the number of opportunities in your sales pipeline; improving your conversion rate from opportunity to customer; increasing the dollar value of your products and services sold, and decreasing your sales cycle. Spaghetti included!

- September 26 | Bradford
- October 5 | Erie
- October 18 | St Marys
- October 24 | Hermitage
- November 14 | Meadville

Lean Accounting

For companies who have embarked on applying lean thinking and practices, you may not have thought about the role of management reporting information and the accounting team in supporting this transformation. Learn the 5 sources of financial improvement with lean, and much more.

- December 18 & 19 | Zoom

New Podcast!



Spoon into the secret sauce of regional manufacturers with company owners, executives, and thought leaders.



New episodes available on the 1st and 3rd Mondays of the month.
 Find *Recipes for Manufacturing Success* wherever you get your podcasts!

Or, at nwirc.org/podcast

Growing Successful Leaders!

Effective Coaching Skills

Effective coaching helps people think for themselves, suggest solutions versus complain about problems, and take responsibility for their actions. This interactive session will provide a structure to get you started on a path of effective coaching, a model to do skill transfer that sticks, and activities to practice what you learn.



August 23 | Coudersport
October 17 | St Marys
October 24 | Hermitage



Coaching for Performance Enhancement

A single employee with chronic performance problems can dominate a leader's time and drag down the productivity and morale of an entire group. This course builds leaders' skills in handling chronic performance problems.



August 29 | Hermitage

Creating a Culture of Accountability

Learn the language of accountability (it should be positive *not* negative!), how to set expectations S.M.A.R.T.E.R, and benefits of being specific and taking ownership.



August 22 | Meadville
October 10 | DuBois

Essential Skills for Supervisors

It's common to promote a high-performing employee into a supervisory role. However, the best machine operator does not inherently translate to the best supervisor. 60% of leaders report being promoted to supervisory roles with no training on how to be an effective leader. Provide essential skills to your supervisors to help them excel in their role.



November 7 | St Marys

Leadership Skills Series

Do you have employees at your company who were promoted to leadership because they did their job really well? In order to turn competent employees into great leaders, they need training, tools, and skills to set them up for success. Instructed by NWIRC's Culture Development Specialists, Lisa Pustelak and Molly Reichard, this six-week virtual course is comprised of interactive sessions that use a variety of instructional techniques, including group discussions, role playing, self-assessments, homework, and practical applications. Trainees are encouraged to bring real-life professional challenges to each session to facilitate practice of the skills learned.



November 7, 14, 21, 28, Dec 5, 12 | Zoom

Resolving Workplace Conflict

Companies today are continually working towards ramping up productivity, improving quality, shortening cycle times, and reducing costs. Such pressures can cause people with different personalities, communication styles, priorities, and values to have differences. Leaders learn to leverage two intervention tactics: coaching and mediating.



August 2 | Erie

Executing Strategy at the Front Line

Leaders will learn how to focus on the most critical priorities, to measure progress towards accomplishments, and to hold themselves and team members accountable against the metrics.



September 19 | DuBois

Communicate with Diverse Generations and Personalities

Leverage your understanding of different generations and personalities to better communicate with all and build a culture of trust.



September 28 | DuBois
December 7 & 14 | Zoom

Connecting with Conversation

Much of a leader's work is accomplished through daily conversations with team members and others. These interactions, especially the tough ones, often involve intensely personal feelings (on both sides) that have an impact on the practical outcome of the conversation.



November 2 | Bradford
November 8 | Coudersport



CALLING ALL HIRING MANAGERS!

The Right Match High turnover costs, reduced productivity levels, and lower organizational morale are three consequences of hiring a poor fit employee for your organization. Hiring a right fit employee at any level is not a matter of chance, but rather the result of an effective hiring process. In this course, you will learn the basics of Right Match Hiring.

 September 29 | Hermitage



Talent Grab


A highly engaged workforce is a long-term competitive advantage. These employees are difficult to come by, causing a critical competitive shift in efforts to find, attract and keep quality talent. Learn what it takes to plan, build, engage, and grow your team.

 November 6 & 7 | Erie

Manufacturing Career Readiness

Provide employees with career readiness, confidence, and motivation by enhancing their knowledge of manufacturing basics, along with ramping up their communication and problem solving skills. Consider this an extension of your onboarding process, but also valuable for those seeking soft skills training. The program is a series of (4) weekly 90-minute virtual sessions:

- Manufacturing 101
- Communication and Conflict
- Problem Solving and Critical Thinking
- Goal Setting

 October 4, 11, 18, 25 | Zoom

QUALITY & OPERATIONAL EXCELLENCE


Operational Excellence Workshop

A highly interactive workshop to learn conditions for creating a high-performing organization, including roles of leadership, measuring performance metrics, creating a stable delivery system, and converting improved operational performance into growing sales. Bring a team of up to 4 people from your organization with each registration.

 November 9 | Erie

ISO 9001 Internal Auditor

This one-day in-person workshop, along with online blended learning, provides a detailed review and prepares for real-life auditing situations - to conduct, report, and take corrective action.

 September 21 | St Marys
October 12 | Erie

IATF 16949 Internal Auditor

Our expert instructor reviews the IATF 16949 automotive standard for understanding quality management principles in context with ISO 9001. You will experience techniques of process-based auditing with hands-on activities.

 October 3-5 | Erie


AS 9100 Internal Auditor

For manufacturers in the aerospace industry, your internal auditors will gain understanding of the AS 9100 requirements and auditing process.

 September 20-22 | Erie

Quality Core Tools

Instruction on quality core tools - each as a full day of training: Blueprint Reading, GD&T, APQP/PPAP, FMEA, Measurement System Analysis, 8D, and SPC.

 8D Problem Solving | September 7 | St Marys
Blueprint Reading/GD&T | September 14 | St Marys
Blueprint Reading/GD&T | September 21 | Bradford
Blueprint Reading/GD&T | October 17 | Erie
Measurement System Analysis | October 19 | St Marys
FMEA | November 2 | St Marys
Statistical Process Control | November 16 | St Marys
APQP/PPAP | January 12 | St Marys



TRAINING SCHEDULE

Up to a 15% discount if registering at least 2 weeks prior for *most* events.

		TIME	WHERE	COST
Resolving Workplace Conflict	Aug 2	9:00am-2:00pm	Erie	\$299
Creating a Culture of Accountability	Aug 22	9:00am-12:00pm	Meadville	\$199
Effective Coaching Skills	Aug 23	9:00am-2:00pm	Coudersport	\$299
Coaching for Performance Enhancement	Aug 29	9:00am-2:00pm	Hermitage	\$299
8D Problem Solving	Sept 7	8:30am-4:30pm	St Marys	\$399
Blueprint Reading GD&T	Sept 14	8:30am-4:30pm	St Marys	\$399
Executing Strategy on the Frontline	Sept 19	9:00am-2:00pm	DuBois	\$299
Blueprint Reading GD&T	Sept 21	8:30am-4:30pm	Bradford	\$399
ISO 9001:2015 Internal Auditor	Sept 21	8:30am-4:30pm	St Marys	\$599
AS 9100 Internal Auditor	Sept 20-22	8:30am-4:30pm	Erie	\$649
Spaghetti and Sales	Sept 26	4:00pm-6:00pm	Bradford	\$44 (4 ppl)
Communicating with Diverse Generations	Sept 28	8:30am-12:00pm	DuBois	\$249
The Right Match	Sept 29	8:30am-4:00pm	Hermitage	\$299
IATF 16949:2016 Internal Auditor	Oct 3-5	8:30am-4:30pm	Erie	\$649
Manufacturing Career Readiness	Oct 4, 11, 18, 25	8:00am-9:30am	Zoom	\$149
Spaghetti and Sales	Oct 5	4:00pm-6:00pm	Erie	\$44 (4 ppl)
Creating a Culture of Accountability	Oct 10	9:00am-12:00pm	DuBois	\$199
ISO 9001:2015 Internal Auditor	Oct 12	8:30am-4:30pm	Erie	\$599
Effective Coaching Skills	Oct 17	9:00am-2:00pm	St Marys	\$299
Blueprint Reading GD&T	Oct 17	8:30am-4:30pm	Erie	\$399



TRAINING SCHEDULE

Up to a 15% discount if registering at least 2 weeks prior for *most* events.

		TIME	WHERE	COST
Spaghetti and Sales	Oct 18	4:00pm-6:00pm	St Marys	\$44 (4 ppl)
Measurement System Analysis	Oct 19	8:30am-4:30pm	St Marys	399
Effective Coaching Skills	Oct 24	9:00am-2:00pm	Hermitage	\$299
Spaghetti and Sales	Oct 24	4:00pm-6:00pm	Hermitage	\$44 (4 ppl)
Communication: Connecting with Conversation	Nov 2	9:00am-2:00pm	Bradford	\$299
Failure Mode & Effects Analysis (FMEA)	Nov 2	8:30am-4:30pm	St Marys	\$399
The Talent Grab	Nov 6 & 7	8:30am-4:30pm	Erie	\$599
Leadership Series	Nov 6, 14, 21, 28 Dec 5, 12	8:30am-10:30am	Zoom	\$299
Essential Skills for Supervisors	Nov 7	9:00am-2:00pm	St Marys	\$299
Communication: Connecting with Conversation	Nov 8	9:00am-2:00pm	Coudersport	\$299
Operational Excellence Workshop	Nov 9	8:30am-4:30pm	Erie	\$399 (4 ppl)
Spaghetti and Sales	Nov 14	4:00pm-6:00pm	Meadville	\$44 (4 ppl)
Statistical Process Control	Nov 16	8:30am-4:30pm	St Marys	\$399
Communicating with Diverse Generations	Dec 7 & 14	9:00am-11:30am	Zoom	\$249
Lean Accounting	Dec 18 & 19	8:30am-10:30am	Zoom	\$149
APQP/PPAP	Jan 12	8:30am-4:30pm	St Marys	\$399

Resource to Offset Training Costs

WEDnetPA reimburses qualifying companies for costs of skill-building training. Visit their website for more information at WEDnetPA.com.

OnDemand Training

NWIRC, in partnership with Tooling U-SME, offers a road map that allows manufacturers to build career paths for employees. This online training is intended to enhance your existing on-the-job training and create a job progression plan. See more information and download educational pathways, such as assembly, fabrication, machining, quality, and more at:

www.nwirc.org/online-training



Driving Impact for Manufacturers

8425 Peach Street
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