

TAKING BUSINESS TO SCHOOL:

Milacron

Any time a large local employer needs to increase its workforce, it has to decide the best way to acquire the talent it needs. For Milacron, a Cincinnati-based global supplier of plastics-processing technologies and precision machining, the choice was simple. “It is our responsibility to apply our resources toward keeping the local workforce strong and providing individuals with the skills they need to succeed in the job sectors that are thriving,” said CEO Dennis Smith.

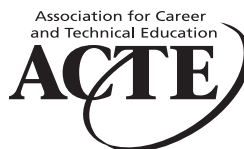
The Story

According to the National Association of Manufacturers, nearly 12 million Americans are employed in the manufacturing industry—and it is steadily growing. When you combine that growth with the fact that as many as 2.7 million current employees are likely to retire from the industry in the next 10 years, it becomes essential that businesses have an effective and efficient employee pipeline. That fact is not lost on Milacron, a Cincinnati staple for more than 125 years.

In 2011, some sectors of Milacron’s business grew more than 50 percent, which required the company to quickly bring employees on board. And if that wasn’t a large enough human



MILACRON



Association for Career and Technical Education
1410 King Street, Alexandria, VA 22314
Toll-free: 800-826-9972 • Fax: 703-683-7424
www.acteonline.org • *Educate. Advocate. Lead.*

STUDENT SUCCESS STORY

resource issue, the company also expects about 40 percent of its employees to retire over the next few years. Putting these factors together led the company to develop its talent acquisition program.

How it Works

The Milacron talent acquisition program is a multi-pronged approach to ensure the company has a steady pipeline of prepared, educated and excited employees.

One aspect of the program involves a partnership between Milacron and the Great Oaks Career Campuses in Ohio. Students enrolled at any of the four campuses can participate in a two-year introduction and induction program at Milacron. Students in their junior year have the opportunity to tour the Milacron facilities and job shadow a number of roles within the company. As seniors, they can enter the co-op program, which allows them to work and earn money at Milacron while they finish their studies at Great Oaks.

Students who are interested in the co-op program must meet three criteria: good grades, good attendance, and they have to be a good fit for the position. Those students who meet the criteria are then invited to go through the Milacron hiring process. As the employer, Milacron makes the final determination on which students it will bring on board. Those that don't make it do go through a debriefing process to determine how they can improve their interview skills.

Once students begin the co-op program, they will be learning specific job skills at Milacron while also continuing their studies at Great Oaks. And that continued learning isn't only relegated to co-op students. As Milacron looks to enhance its workforce and remain competitive within the industry, it places emphasis on continued learning. In addition to the co-op program, Milacron offers full tuition reimbursement to all of its full-time employees who are either pursuing a degree or looking to gain manufacturing, engineering or finance certification.

The Business Case

While there have been pieces to its talent acquisition program in place for years, Milacron really began its effort in 2011 with the launch of www.bemoreatmilacron.com. The site outlines the career opportunities at the company, explains how high school students can get their foot in the door, and even shares videos from a variety of employees.

Josh Turner



For all the benefits that career and technical education (CTE) offers, one of the best is that it gives students the opportunity to explore possible future careers. For Josh Turner that exploration garnered him a full-time job with aspirations of becoming a mechanical engineer.

It all started in his junior year of high school when Turner enrolled in the machinist trades program at Live Oaks in Milford, Ohio. "I always enjoy working with my hands, making various things and figuring out how things work," he said. "So the machinist trades program seemed like the program for me."

Once in the program, Turner flourished. Not only did he learn the technical skills necessary to succeed, but he also learned the importance of machine shop safety. The most important thing Turner learned, however, was "that machining would be a great career that [he] would enjoy."

When he entered his senior year, Turner decided to apply for the co-op program at Milacron. "This program offered me a chance to get out from behind my desk and show what I can really do," he said. "The best part was that the program offered me a great job right out of high school."

Due to his hard work and persistence, Turner succeeded in the co-op program and now works full-time at Milacron operating a CNC Whirler which produces complex-profile feed screws for plastics machinery. This success has Turner looking to the future. "Now that I have this job I plan on going to college for mechanical engineering to take my career to the next level," he said. This is certainly much better than the alternative which, according to Turner, would be "washing dishes and making minimum wage."

The results of this effort have been successful for Milacron. Young people are able to see that today's manufacturing jobs aren't the dirty, grimy jobs of their parent's generation. These are well-paying jobs with bright futures and plenty of challenging opportunities for professional growth.

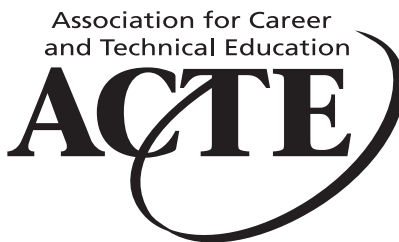
Through this program, Milacron is able to ensure the students are properly trained and ready to begin their careers. This saves the company time, money and energy on training and recruitment. With such positive results, Milacron is looking to engage even more Great Oaks students in the future.

LEARN MORE

Be More At Milacron: www.bemoreatmilacron.com

Milacron: www.milacron.com

Great Oaks Career Campuses: www.greatoaks.com



Association for Career and Technical Education
1410 King Street, Alexandria, VA 22314
Toll-free: 800-826-9972 • Fax: 703-683-7424
www.acteonline.org • *Educate. Advocate. Lead.*