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Growing Skills, Strengthening Success at Gemini Plastics

Gemini Plastics operates out of the rural town of Ubly in Huron County, manufacturing high-quality plastic parts for the automotive and other industries. The company prioritizes promotion from within and has established a Tool & Die Apprenticeship Program to train employees in skills that support their current roles while preparing them for future advancement.

GST Michigan Works! met with Human Resources at Gemini Plastics to discuss the challenges the company is currently facing. At the time, four employees were participating in the Tool & Die Apprenticeship Program, and another employee was attending college to earn an accounting degree. As the business continues to grow, Gemini Plastics is also hiring new operators and, like many companies, is experiencing some employee turnover. Together, it was determined that applying for a Going PRO Talent Fund Grant would provide valuable support for employee training and advancement opportunities.

Through these efforts, one employee completed the Tool & Die Apprenticeship Program, while three others participated in training through Delta College, in addition to receiving on-the-job training. Other employees earned certifications in Intensifier Maintenance V-iRVision, Internal Auditor, GD&T, and Mistake Proofing, to further enhance their skills.

The training has helped employees better understand their roles while gaining new skills they may not have otherwise had the opportunity to learn. As a result, production has improved, and employees feel more confident in their positions. Intensifier Maintenance training has also enabled the company to maintain equipment more effectively and reduce downtime. Additionally, having trained Tool & Die Makers allows Gemini Plastics to produce its own precision tools, molds, and dies in-house.

By investing in employee development, Gemini Plastics aims to create an environment where individuals are encouraged to stay and grow within the company.