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Building Skill, Strengthening the Workforce

Regency Plastics is a Technical Blow Molding Manufacturing facility, part of Gemini Group. Located in a rural area, the company has faced challenges finding qualified employees for some of its open positions. As a result, Regency focuses on training and promoting employees from within the facility to build a strong and capable workforce.

Through conversations with the Human Resource Generalist, Regency identified several areas where additional training would support employee growth and company success. Newer supervisors needed leadership training to ensure they had the skills to empower employees and increase retention. The company also identified employees who could expand their technical abilities by learning to operate and troubleshoot robotic equipment. In addition, there was a need for Quality Management Methods and Problem-Solving Methodology training.

After discussing these workforce needs, the Going Pro Talent Fund Grant was identified as a valuable opportunity to support employee development. Regency applied for and was awarded funding to provide targeted training opportunities for its employees.

Through the grant, six supervisors participated in leadership training focused on developing skills to empower employees and create an environment where teams can thrive. Additional employees completed AIAG Core Tools and 8D Problem-Solving training to strengthen their quality and problem-solving skills. Two employees also completed Handling Tool Operations and Programming training to learn how to troubleshoot programs on FANUC robots.

Through these training opportunities, employees gained valuable knowledge and skills that will better position them for continued growth and advancement into higher-wage positions within the company. While it can be challenging to operate with a reduced workforce when employees are attending training, the skills they gain ultimately help make their jobs more efficient and effective.