

LIVE SEMINAR



CREATING INDIVIDUAL DEVELOPMENT PLANS

1



JESSICA LYONS

Director of Human Resources
Design Ready Controls

2

Creating Individual Development Plans

Jessica Lyons,
Director of Human Resources



DESIGN
READY
CONTROLS

3

“Career paths don’t just happen
– you create them.”

DESIGN
READY
CONTROLS

© 2020 Design Ready Controls. All Rights Reserved.

All our facilities are ISO 9001:2015 registered.

4

About Us

Incorporated in 1989 – 30 years of service

Over 300 employees – countrywide

Most Automated Control Panel Builder in the World

Manufacturing

Engineering

Business to Business Transactions

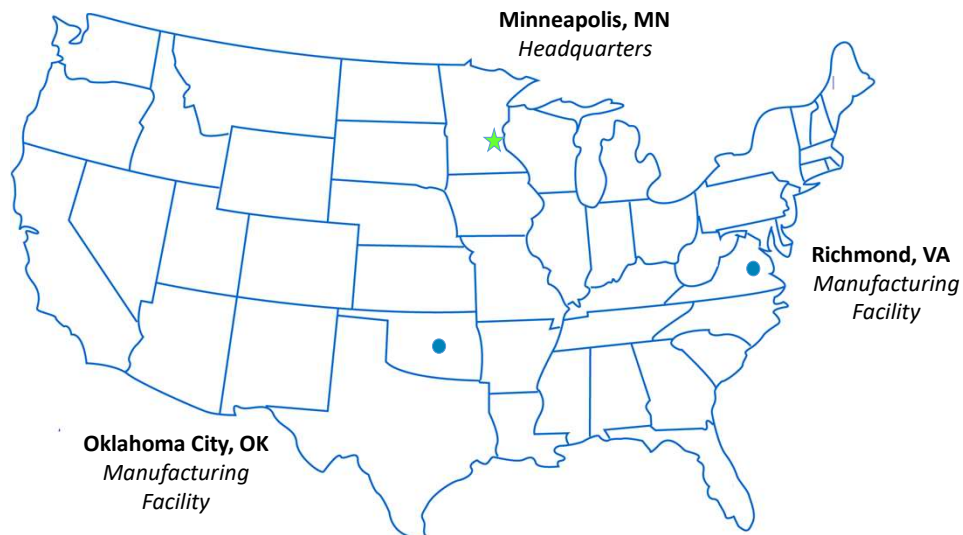


© 2020 Design Ready Controls. All Rights Reserved.

All our facilities are ISO 9001:2015 registered.

5

Where We Are



6

Our Focus

UL508A and UL698A Certified Products

- Industrial Control Panels
- Wiring Harnesses
- Low Voltage Control Panels
- Medium Voltage Control Panels
- Enclosed drive packages



DESIGN
READY
CONTROLS

© 2020 Design Ready Controls. All Rights Reserved.

7

Our Journey

- Turnover analysis
- Wage market analysis
- Job structure
 - Levels for each job
 - Larger scale levels
- Job description revision
 - How to move up
 - Accurate skills/requirements

8

	Engineering Pathway				
1		Electrical Drafter		Mechanical Drafter	
2					
3		Electrical Engineering Technician I		Mechanical Engineering Technician I	Manufacturing Engineering Technician I
4		Electrical Engineering Technician II		Mechanical Engineering Technician II	Manufacturing Engineering Technician II
5				Mechanical Engineering Technician SR	Manufacturing Engineering Technician SR
6		Electrical Engineering Technician SR		Mechanical Engineer I	Manufacturing Engineer I
7		Electrical Engineer I		Mechanical Engineer II	Manufacturing Engineer II
8	Software Developer Engineer I	Electrical Engineer II	Sales Applications Engineer I		
9	Software Developer Engineer II		Sales Applications Engineer II	Mechanical Engineer SR	Manufacturing Engineer SR
10		Electrical Engineer Sr			
11	Software Developer Engineer SR		Sales Applications Engineer SR		
12					
13		Principal Engineer			

Our Paths

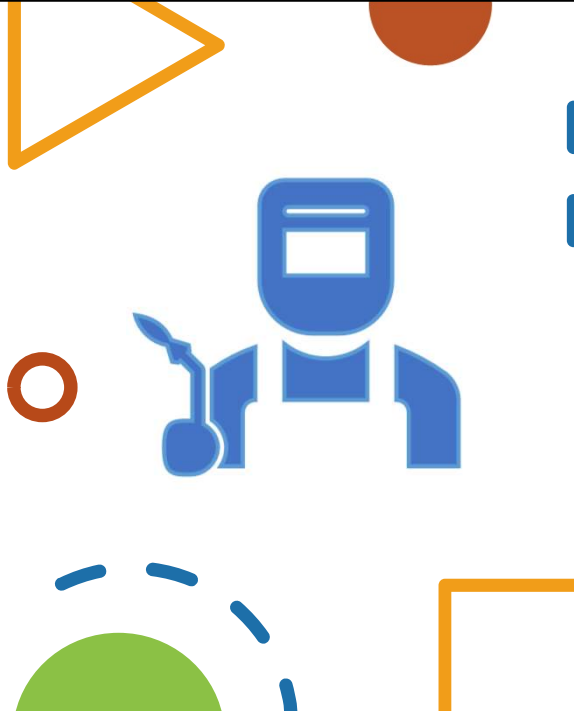
11

Dual Career Ladders

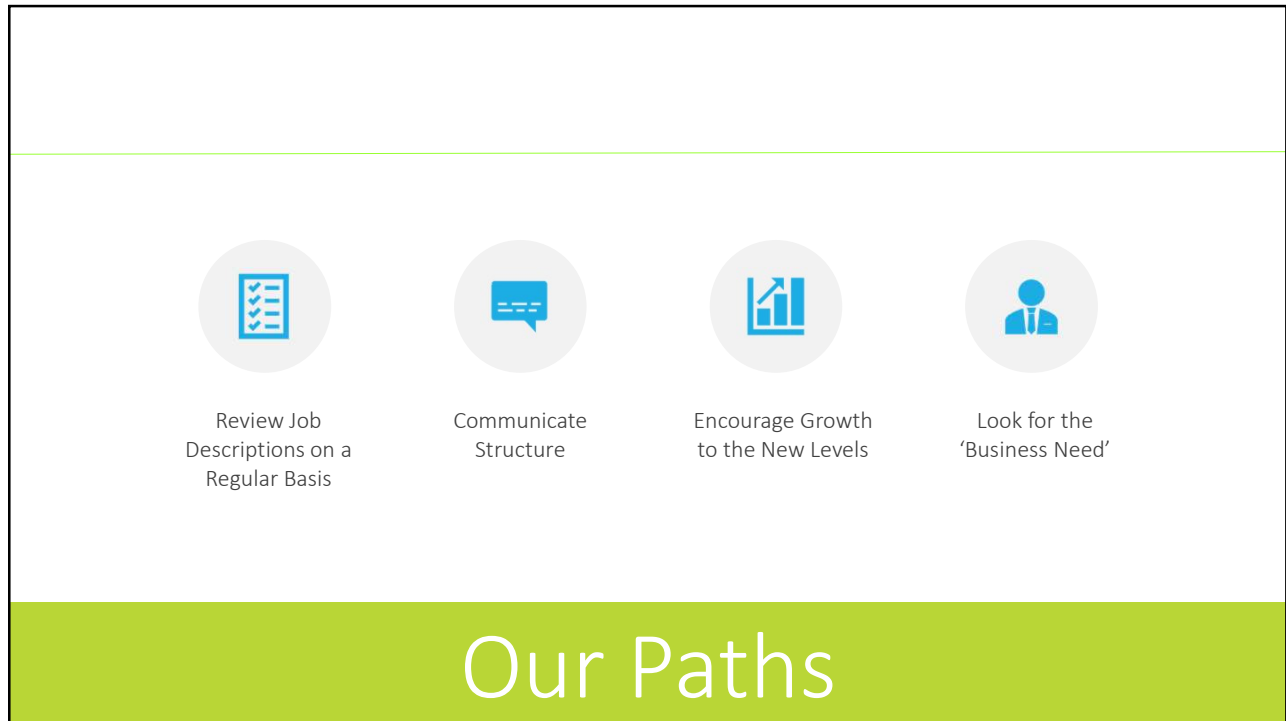
Technical vs Management

Ex. Engineering pathing

- Engineering Manager
- Principal Engineer



12



13

**DESIGN
READY
CONTROLS**

PIPELINE: Mechatronics

- ✓ Supporting 31 employee students
 - **2-year Programs**
(Associates, Diploma, and Certificate)
 - **4-year Bachelors**
Applied Engineering
 - **2-year Masters**
Engineering Management

14

On the Job Training

- Job rotation
 - Gain variety and perspective, so they do not get bored
- Gives employee a view of the entire business to broaden their skills



15

On the Job Training

- Internal Feedback:
 - Increased engagement
 - Business planning/flexibility
- Ex. High/Low volt, panel style, control box
- Ex. Learning all the assembly positions
- Ex. Engineering customers
- External Feedback:
 - Job variety



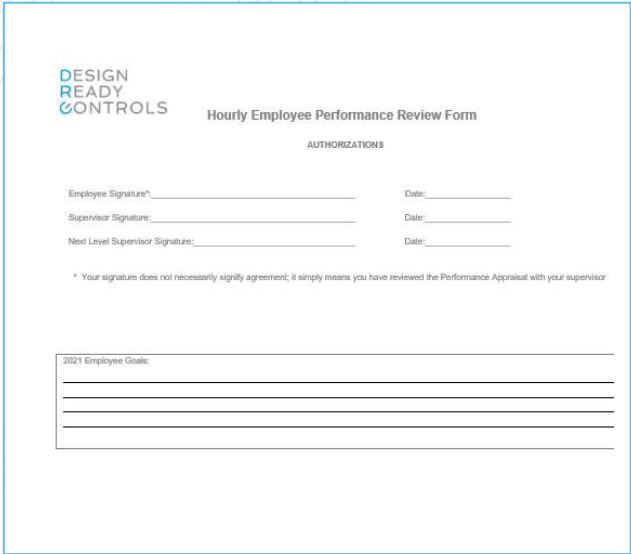
16



Having the Conversation

- Start the conversation early
 - Start with new employees!
- ALL YEAR LONG
 - Keep career pathing in your regular conversations
 - What do your employees need from you?
 - Let them lead the conversation
- At review time


17




Tracking Progress

- Annual Review Form
 - Production
- Quarterly Review
 - Office
- 30-60-90 Day Review
 - New Hire
 - New Position


18




Business Case




Differentiate from labor
market competitors




Increase morale



Retain the new
generation



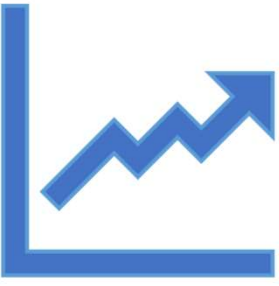
Decrease turnover



© 2020 Design Ready Controls. All Rights Reserved.

All our facilities are ISO 9001:2015 registered.

19



Lessons Learned

- Structure = Opportunity
- Training managers
- Increased Internal Promotional Opportunities
 - Highlight the successes
- Turnover Reduction
 - 40% of prior turnover rate
- Business Continuity Planning

20

Discussion



DESIGN
READY
CONTROLS

© 2020 Design Ready Controls. All Rights Reserved.

All our facilities are ISO 9001:2015 registered.

21

Thank You!

DESIGN
READY
CONTROLS



22



LIVE SEMINAR

 **Manufacturers Alliance**
Providing Training & Education Peer to Peer

CREATING INDIVIDUAL DEVELOPMENT PLANS