• Workforce Training
• Apprenticeships
• Internships
• Professional Development
  • Emerging Leader Academy
  • Production Supervisor Training
Workforce Training

• L&P partners with state Economic Development agencies to obtain workforce training funding
  • Helps provide various types of approved training, from basic MS Excel workshops to plant equipment training programs
• We attempt to bridge the gap between current and desired skills, including soft skills and technical skills
Workforce Training

Soft Skills
• Communication
• Teamwork
• Punctuality
• Life skills
• Basic financial literacy

Technical Skills
• Include readiness training for positions such as:
  • CNC Machinists
  • Electricians
  • Robotics Controllers
  • Controls Engineers
Examples

• One of our Missouri facilities received $100K in 2017 and 2018 for workforce training

• In 2018, we partnered with a local community college and 123 employees attended 88 classes on various topics
  • Productivity and Communication
  • Quality Systems
  • Change Management
  • Computer Technology
  • Manufacturing Processes
Examples

• Another Missouri manufacturing facility received $117K in 2018 from Missouri Department of Economic Development (DED)

• We participated in the Missouri Show-Me Heroes program which helped a Leggett employee complete Vision Controls training
Apprenticeships

• Missouri Workforce Center pilots a pre-apprenticeship training program

• We have plans to utilize for future positions:
  • CNC Operators
  • Millers
  • Welders
Internships

• We partner with several local universities and colleges to employ part-time students
  • Doors Summer Internship Program
  • Celebrated our biggest class yet – 29 interns in 2018
  • From 10 schools, working at five Carthage-area locations and a Lenexa, KS location
  • Between 2016 and 2018, we’ve converted 52% of the intern group into full-time, permanent hires
Professional Development

• We offer numerous professional development opportunities to employees:
  • Emerging Leader Academy
  • Online training for soft skills
  • Production Supervisor Training
Emerging Leader Academy

• 3-year leadership development program under the tenets of Leading People, Leading Business, and Leading Change

• Up to 50 L&P employees are nominated each year

• Ongoing development opportunities including exposure to senior management, unique networking opportunities, collaborative assignments and curriculum, and use of an online social tool
Emerging Leader Academy

• The Summit
  • Pinnacle event of the ELA
  • Annual 3-day conference
  • Involves keynote speakers, curriculum from leading experts, panel discussions, and breakout sessions
Online Training for Soft Skills

• Lynda.com
  • Online library of high-quality, expert-led tutorials
  • Over 3,000 new courses were added in 2018
  • Two of our most viewed courses include Process Improvement and Lean Six Sigma Foundations

• Choose Your Own Learning
  • Internal series of instructor-led courses on various professional development topics
Production Supervisor Training

• Supervisor Essentials program provides fundamental leadership skills to Frontline Supervisors

• Combination of eLearning modules and live instructor-led training

• Covers topics of effective communication, leadership, safety, resolving conflict, and respect in the workplace

• In 2019, nine regional L&P locations across the US are scheduled to host live training sessions