

# TO SOLVE INDUSTRY CHALLENGES INVEST IN YOUR LOCAL WORKFORCE

## INDUSTRY CHALLENGES

As markets and technologies change, workers need new skills.

Leadership succession: a generation of workers is retiring, and the next generation is not yet prepared to take their place in leadership.

Intense global competition demands that companies focus on cost and quality.



## BUSINESS SOLUTIONS

Invest in training for your employees.

Empower your employees to take part in leadership opportunities. Offer support to grow talent internally.

Engage people from the floor in problem solving. Not all solutions come from the top-down.



## IN PRACTICE: KAYEM FOODS

We take a long term approach. As we expand and become more sophisticated, we need skilled people to be effective. Strong English-language skills are a must have.

There's nothing better than institutional knowledge. When you come up through the ranks your value becomes even greater than if we hired from outside, so we offer training for leadership skills.

The people on the floor are engaged in problem solving and continuous improvement. You see it in the outcomes of their work everyday: errors are reduced, accidents are down and turnover is low.

## Training has a major impact on employees



"Learning English helped me to be more efficient and more confident at my job. After finishing that class, a position as team leader opened up. I applied and got the job. If I didn't know English I would have never had the confidence to apply for this position. What I learned in the English class is going to help me and my family for the rest of our lives." -Pascual Morla, Team Leader



*"Employee development is a key component of Kayem's Core Values and Mission. Our focus is on providing development opportunities that create new skills for our team. This benefits our team members and*

*our entire organization by leveraging their valuable knowledge and advanced capabilities to better prepare Kayem to compete in our industry. Pascual is representative of the passionate, committed team at Kayem and we're proud of his accomplishments."* -Matt Monkiewicz, CEO and President

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