

SME's Excellence in Manufacturing Training Award honors a manufacturer who demonstrates exceptional commitment and dedication to upskilling the workforce, enhancing talent, and preparing new and incumbent employees for a successful career in manufacturing.

To apply for the Excellence in Manufacturing Training Award, please respond to each of the criteria listed below and include specific examples. You are encouraged to attach supporting documentation.

APPLICATIONS ARE DUE BY  
**FEBRUARY 3, 2025**  
AT 11:59 PM ET

## CONTACT INFORMATION

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Name:

Title:

Organization:

Industry:

Number of Employees:

Address:

City:

State:

ZIP Code:

Phone:

Email:

## PROGRAM INFORMATION

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Please describe how your organization embodies the attributes of a high-performance learning organization in each of the following areas.

Please provide samples of any materials you feel will demonstrate how your training programs is a leader in supporting workforce development in manufacturing. Place a check mark in the box next to areas you are providing supporting documents and indicate in the attachment's file name which criteria your samples support:

### 1. LEARNING AND SUPPORTIVE CULTURE

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Describe how your organization embraces and encourages training and integrates learning into business processes each day.

**EXAMPLE  
PROVIDED**

### 2. DEFINED JOB PROFILES AND QUALIFICATIONS

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Describe how you use job profiles and associated competencies to allow leaders to have productive conversations around skills gaps, performance management, talent acquisition and career development?

**EXAMPLE  
PROVIDED**

### 3. STRATEGIC CONTENT ALIGNMENT

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Describe how you make business decisions in acquiring, developing and distributing the right content to the right people, when taking development time away from production.

**EXAMPLE  
PROVIDED**

### 4. PEER TRAINING

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Describe how you structure and use on-the-job training (OJT) learning to train and qualify workers for their work experience.

**EXAMPLE  
PROVIDED**

### 5. MEASUREMENT AND EVALUATION

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Describe how you use various measurement tools to validate learning success for the individual and the program's impact to the business.

**EXAMPLE  
PROVIDED**

## 6. JUST-IN-TIME LEARNING

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Describe how your organization utilizes performance support tools and systems to provide training the moment it is needed by the workforce.

**EXAMPLE  
PROVIDED**

## 7. CAREER DEVELOPMENT/PROGRESSION

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Describe how you use career pathways for all jobs to build capability from within,

**EXAMPLE  
PROVIDED**

## 8. HUMAN PERFORMANCE IMPROVEMENT INITIATIVES

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How does the learning function actively partner with other functional areas, college partnerships, workforce development groups, outside vendors and consultants to improve human performance through training and non-training solutions?

**EXAMPLE  
PROVIDED**

## 9. LEARNING INFRASTRUCTURE (PEOPLE, PROCESS, POLICY)

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Describe your strategies and systems to manage, distribute and sustain learning to all members of the workforce when they need it.

**EXAMPLE  
PROVIDED**

## 10. SOCIAL LEARNING/COMMUNICATIONS

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How does your organization leverage social learning platforms to encourage employee communication, professional networks, communities of practice, and formal mentoring?

**EXAMPLE  
PROVIDED**

## SUPPORTING DOCUMENTATION

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Please provide samples of any materials you feel will demonstrate how your training program is a leader in supporting workforce development in manufacturing. Place a checkmark in the box next to areas where you are providing supporting documents and indicate in the attachment's file name which criteria your samples support:

- Marketing collateral
- Social media presence
- Hands-on training materials
- Online training materials
- Industry letters of support (preference for employers that have hired graduates/completers)
- Testimonial video or highlight story of your program

Save your file. Email application and supporting documents to Dave Ewers at [dave.ewers@toolingu.com](mailto:dave.ewers@toolingu.com).

[SUBMIT APPLICATION](#)