



Success Stories from the Field

Monadnock Non-Wovens LLC

Monadnock Non-Wovens LLC Improves Hiring Process and Training of New Employees by using Structured-On-the Job Training.

Client Profile:

Monadnock Non-Wovens LLC (MNW) is a manufacturer of melt blown synthetic media roll goods for a wide variety of customer requirements for the air & liquid filtration, industrial health & safety, automotive and appliance industries. Founded in 1998, MNW has the unique distinction of having a management team with extensive experience in melt blown and specialty non-wovens technology. MNW is completing a three-year facility expansion including more than doubling output, increasing production space by 50% and adding 45 new jobs. The company employs approximately 100 people at its facility in Mount Pocono, Pennsylvania.

Situation:

MNW anticipated the need to improve both the MNW hiring and training systems to meet planned growth. The company needed a rapid solution and called NEPIRC, a NIST MEP network affiliate, for assistance.

Solution:

MNW and NEPIRC determined that a customized Structured-On-the-Job Training program would reduce the poor training of workers on the line. There was no systemic method to train them in standard work, so supervisors and other personnel were training people differently, resulting in different work methods and employee turnover. NEPIRC provided a customized Training Within Industry (TWI) Job Instruction Training (JIT) and Job Relations Training (JRT) program for the company trainer. MNW and NEPIRC benchmarked the training and hiring practices of Weiler Corporation in nearby Cresco, PA. This benchmarking exercise showed MNW how to adopt time saving methods of introducing prospective candidates to the actual conditions of working on a melt blown line. The MNW Trainer developed an introductory video and quiz. Prospective employees are familiarized with the MNW safety, quality and production requirements using the same method. Better candidates were identified and hired. As a result of NEPIRC's (TWI) Job Instruction program, MNW was able to introduce workers to the production floor who were better suited and able to contribute quickly by making sure each worker was trained the same way. This process also delivered a significant reduction in staff turnover, saving re-training costs and contributed to a reduced accident rate and thus lower insurance premiums.

Results:

- Better Job Applicants are being identified
- Hiring program is being standardized
- Standard work methods are being used on the line by all workers.
- Critical Key Points relating to Safety, Quality and Cost are taught.
- \$3,000,000 Investment in additional buildings and machinery.
- Cost Savings due to 15% reduction in staff turnover.
- 45 jobs created

Testimonial:

"Monadnock Non-Wovens looks to continue to extend the three year partnership with NEPIRC and the manufacturing community of northeastern Pennsylvania in addressing workforce development issues which effect safety, quality, productivity and cost. Monadnock has built a reputation for technical excellence. Monadnock growth is dependent on its continuing commitment to operational excellence." - Keith Hayward, Managing Director