



MANUFACTURING  
**ESSENTIALS**  
 CERTIFICATION 

# ONBOARDING

Manufacturing Essentials Certification (MEC) Program – For Onboarding is a unique initiative designed to address recruitment and retention challenges commonly faced within the manufacturing sector. The program focuses on encouraging the development of employability and essentials skills; while providing a support foundation through mentorship in order to pave the way for meaningful, sustained employment and create relationships that will be mutually beneficial to both employer and employee.

## Learning Pathway:

### Communication and Skills for Success Training



Team Building | Equity, Diversity, and Inclusion | Document Use  
 Giving and Receiving Feedback | Conflict Resolution

### Employability Skills



Accountability | Attitude and Flexibility | Motivation | Adaptability  
 Problem Solving

### Work Placement



Trial for both Participant and Employer | Hands on Experience  
 Mentorship

### Who is best suited for this program:

Participants best suited are those who are unemployed, underemployed and displaced workers; with an emphasis on underrepresented groups.

Organizations best suited are those looking to focus on retention of new employees while increasing internal leadership skills of high potentials.

Participants will start the program by receiving intensive training and employment services focused on reducing the barriers keeping them from reaching their employment goals. This will be followed by a mentored work placement opportunity. This allows participants to receive a realistic job preview with hands on experience while organizations can take this time to assess organizational and team fit.

**Mentorship:** To help the participant improve their skills and successfully integrated into the organization, each manufacturer is required to assign a mentor for the duration of the program to provide knowledge sharing, guidance and support. Each mentor is provided facilitated mentorship training and a toolkit allowing them to provide the support needed to build a strong mentor-mentee relationship. This not only assists with retention of new employees but also allows organizations to provide high potential future people leaders a chance to test their skills and asses their fit for management roles.



EXCELLENCE  
 IN MANUFACTURING  
 CONSORTIUM

### For additional information,

Lisa Steudle, Project Coordinator  
[lsteudle@emccanada.org](mailto:lsteudle@emccanada.org) 1-866-323-4362

