



Northumberland Manufacturers' Association and Fleming College  
**Investing in Employee Development Award**

Fleming College and the NMA welcome the opportunity to present an annual Award to a deserving Northumberland Manufacturer who has demonstrated a commitment and investment into employee development.

In today's global economy it is increasingly important for businesses to find a competitive advantage. It is evident that Manufacturers who invest in skills and training are realizing a return on their investment. *For example, participation in the Fleming "Manufacturing Operations Program" allowed employees in a local manufacturing facility to implement the continuous improvement tools taught in the program. They were able to achieve a projected waste reduction by 75% which translated into a projected savings of \$78,000 annually for the plant.*

The "Investing in Employee Development" Award provides an opportunity to showcase firms that have made an investment into employee development and regardless of their size are realizing a return on their investment.

### **Award Criteria**

The Award will be granted to:

- a manufacturer located in Northumberland County;
- a manufacturer who has demonstrated a commitment to employee training and development.

In relation to the size of the business, assessors will be looking for evidence of:

- the level of participation in manufacturing and leadership training programs facilitated by Fleming College;
- the level of participation in workshops and training focused events facilitated by the NMA;
- the level of flexibility in scheduling to allow employees to attend training and development programs and events;
- Financial support of employee training;
- Providing opportunities for employee advancement through training, mentoring and continuous education programs.