



KENTUCKY MANUFACTURING EXTENSION PARTNERSHIP

The Kentucky Manufacturing Extension Partnership (KMEP) is a statewide, not-for-profit partnership that provides assistance and training to help manufacturers of all sizes grow, improve their manufacturing and business strategies and processes, adopt advanced technologies, increase productivity, reduce costs, and improve competitiveness. KMEP's cost effective services give companies the tools to be competitive. Whether it is a spot solution or total transformation, all technical assistance and training is customized to fit their objectives.

KMEP provides manufacturers with services they need to achieve a 20/20 balance: at least 20% growth to their top line, along with at least 20% decrease in bottom-line costs. These services address top-line growth for clients, specifically focusing on identifying new sales, developing new products, entering new markets, and deploying new business models. With professionals averaging over 20+ years of applicable in-industry experience, KMEP can deliver the training and services needed to address the full spectrum of needs faced by businesses and the industry.

ECONOMIC IMPACT

MEP Center impacts are based on clients surveyed in FY2024



\$21.9 Million

Total Increased/Retained Sales



714

Total Increased/Retained Jobs



\$44 Million

New Client Investments



\$14.3 Million

Cost Savings

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Kentucky Manufacturing
Extension Partnership

NOVELIS ADVANCED RECYCLING CENTER ADDS 140 JOBS

ABOUT NOVELIS CORPORATION. Novelis' facility in Guthrie, Kentucky, is a state-of-the-art aluminum recycling and finishing plant. The plant began operations in 2020 and now employs 300 people. The Guthrie facility provides aluminum sheet products to the automotive industry and contributes to the development of lighter, more sustainable vehicles.

THE CHALLENGE. To meet headcount demand for the facility, large numbers of new hires were expected in 2024. Novelis faced the challenge to effectively onboard new employees in a way that quickly instilled the company's culture and work environment while also preparing them for their roles. The goal was to ensure new hires felt integrated and aligned with Novelis' values of safety, sustainability, and continuous improvement including innovation.

MEP CENTER'S ROLE. The Kentucky MEP, part of the MEP National Network™, worked with the Novelis training coordinator, who was developing a holistic onboarding program aimed at improving retention, setting clear cultural expectations, and providing comprehensive training to enable new hires to quickly adapt and contribute. The MEP delivered courses like "Essentials to Manufacturing," "Developing Habits for Success," "Lean Culture," and "Communication and Conflict Resolution" to the New Hire curriculum.

The new hire feedback has been positive. The services opened the eyes of new hires who were new to manufacturing and helped set them up for success. New hires that had been in manufacturing before reported if they had learned about culture, communication and conflict resolution in their last workplace that would have made them successful. New hires felt informed and equipped when they hit the production floor.

"KY-MEP has played a key role in supporting Novelis' goal of developing high-performing teams through empowering new employees in the onboarding processes and has become an integral part of every new hire group in 2024."

-Kyler Jolly, Training Coordinator



RESULTS



100% have applied the training into their work.



86% reported using the communication and conflict resolution training



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