

EMPOWERING LEADERSHIP AT UNITED ALLOY

ABOUT UNITED ALLOY. United Alloy (UA) produces the highest quality, leak-proof metal fuel tanks, reservoirs, skids, frames, chassis, trailers, heavy metal fabrications, and complex weldments. Positioned throughout the U.S., UA transports products nationwide and internationally with ease. UA's corporate headquarters is in Janesville, WI. In 2020, UA added a second facility, strategically located in Seguin, TX. This facility serves customers in the southern U.S., as well as international clients. The Seguin facility covers 221,235 square feet and is outfitted with the latest manufacturing and automation technology.

THE CHALLENGE. As UA strategically expands its manufacturing footprint to enhance agility, flexibility, and cost-effectiveness for customers, it is encountering common challenges associated with rapid growth, such as workforce strain, operational inefficiencies, and an increased risk of employee burnout. Recognizing that its workforce is predominantly composed of seasoned technicians, management has identified the need to upskill supervisors and team leads. This investment in leadership development is deemed essential for keeping pace with industry advancements and effectively managing the changes that accompany its expansion.

MEP CENTER'S ROLE. Recognizing the critical role of front-line supervisors in maintaining quality and morale, UA partnered with TMAC to implement a comprehensive training program centered on essential supervisory principles. This initiative aimed to align skill sets with the evolving demands of a growing business while fostering a supportive work environment. The course highlighted continuous improvement, employee relations, problem-solving, and effective communication, equipping participants with the interpersonal strategies needed to become productive and respected leaders. More than 40 employees successfully completed the rigorous 40-hour course, significantly enhancing their leadership skills.

"This investment in development has truly paid off in helping us to level-up our Supervisor and Lead positions en masse. Being able to provide training for multiple locations simultaneously, allowed United Alloy to foster a shared language between facilities in different states."

-Joshua Beck, Workforce Development Manager & CWI

RESULTS



Safety. Improved **47%** in TRIR (Total Recordable Injury Rate)



Safety. Improved **22%** in LTIR (Lost Time Incident Rate)



Efficiency. **17%** Increase in First Pass Yield for Leak Testing



Efficiency. **18%** Decrease in overall Leak Test Failure



Better Management. Increased Hit/ Miss Inventory Accuracy **7%**

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