

# MAXIMIZING COMMUNITY COLLEGE PARTNERSHIP

A WE PACK LOGISTICS SUCCESS STORY

**MFG CON 2025**

*The NC Manufacturing Conference*



**NCEdge™**  
CUSTOMIZED TRAINING



—SINCE 1964—  
**RICHMOND**  
COMMUNITY COLLEGE

# COMMUNITY PARTNERSHIP

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**“Community is much more than belonging to something; it's about doing something together that makes belonging matter.”**

**Our partnership thrives in Southeastern North Carolina (Scotland & Richmond Counties) where industry, educational institutions, and a dedicated workforce work hand and hand to spark growth and prosperity in our local community.**



# PARTNERS



## WE PACK LOGISTICS

A trusted contract packaging partner providing high quality service for over three decades. WPL specializes in packaging, warehousing, and transportation services to the consumer-packaged goods market.



## RICHMOND COMMUNITY COLLEGE

Richmond Community College's mission is to offer educational opportunities, cultural enrichment, and workforce development and training that will enhance the quality of students' lives and support economic development in Richmond and Scotland counties.



## NC CUSTOMIZED TRAINING PROGRAM

The first state training program of its kind, we partner with the North Carolina Community College System to provide the customized training you need to achieve your business goals. Our long tradition of collaborative partnerships and deep bench of resources can help you usher in your next phase of growth.

# OUR STORY

**Q2 2023:** We Pack Logistics received **customized training funds** in the amount of \$81,773 for We Pack's \$1.4M capital investment in North Carolina operations.



**Q3 2023:** We Pack Logistics leadership began working with NC Edge and Richmond Community College to **outline training needs and areas of focus using funding**.



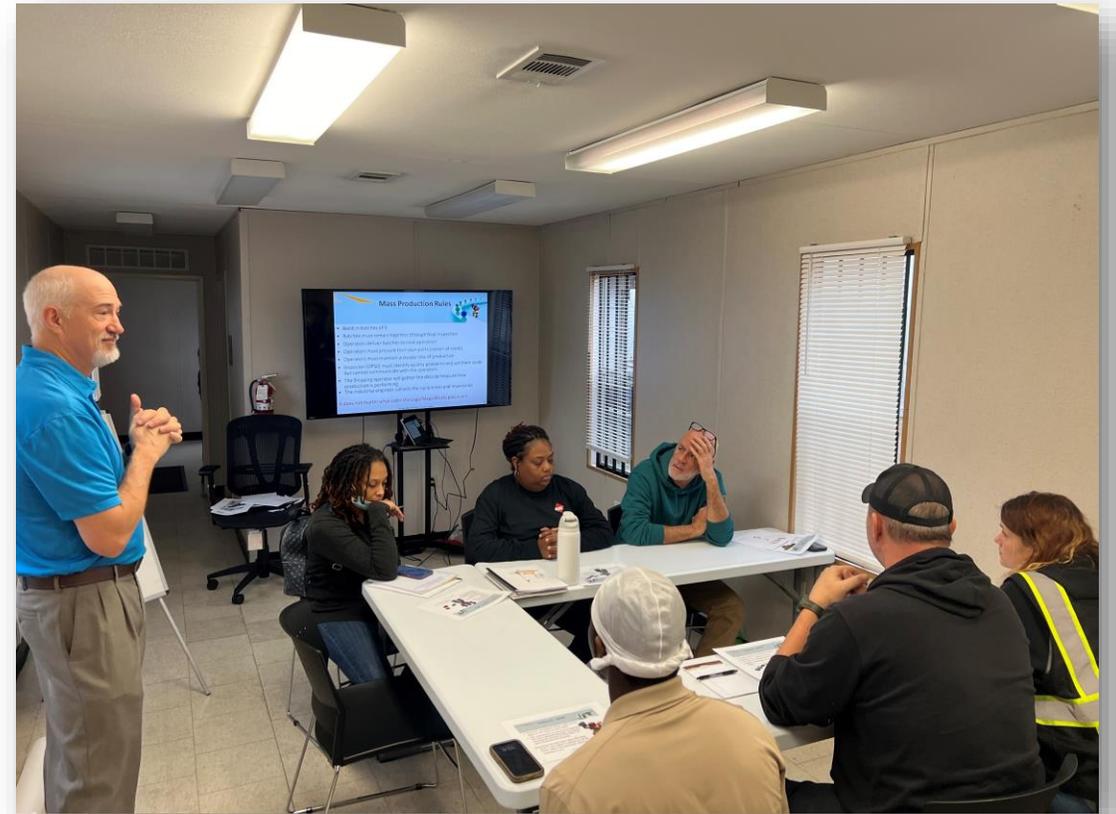
**Q4 2023:** Began **scheduling** trainings, identifying **target audience**, linking to local and regional **trainers**, and establishing tools to **track development** in focus areas.





# TRAINING & DEVELOPMENT STRATEGY

- Leadership
- Continuous Improvement
- Safety
- Computer Skills
- Our audience is comprised of:
  - Assistant Line Leads
  - Line Leads
  - Line Lead 2s
  - Supervisors
  - Managers

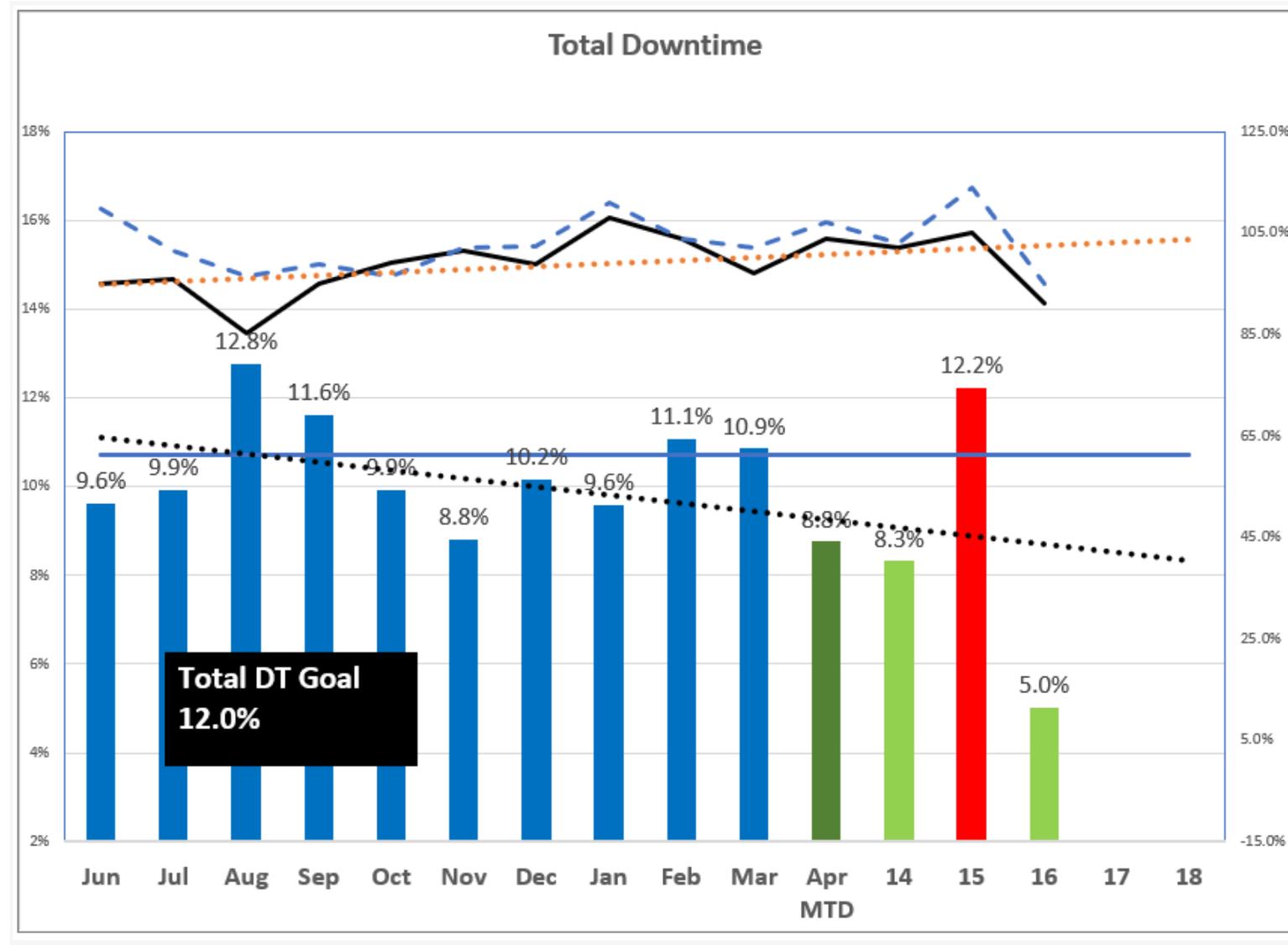


# RESULTS

- DECREASED DOWNTIME
- INCREASED RETENTION OF EMPLOYEES
- IMPROVED EFFECIENCIES (LINE & LABOR)
- INCREASED REVENUE
- INTERNAL PROMOTIONS
- IMPROVED ONBOARDING AND OJT PROCESSES
- STANDARDIZATION OF PROCESSES
- **WINNERS OF THE 2025 MFG CON LEADERSHIP AWARD FOR CONTINUOUS IMPROVEMENT**



# DOWNTIME AND EFFECIENCY



# CELEBRATING THE “WINS” WITH OUR EMPLOYEES

- As we make improvements and gains through training and development of our staff, we believe in celebrating the wins with our team. These events are a way to **give back to our employees and their families and ultimately our community.**
  - Health & Wealth Fair
  - Family Day
  - Trunk or Treat Celebration
  - Christmas Meal & Ugly Sweater Comp
  - Meals
  - Updating our facilities

# COMMUNITY-CENTERED APPROACH

- Our partnership with our local community college is more than customized training programming, **it is sharing the responsibility of outreach.**
  - Hero's Make America
  - Career Fairs
  - Chamber of Commerce Events
  - Sponsorships



# Hero's Make America @ WP



# WP @ Career Day – Scotland High School



# Chili Cook Off Winners @ WP



# Christmas Party & Ugly Sweater Competition @ WP



# Trunk or Treat Celebration



## Trunk or Treat

When: Tuesday October 29<sup>th</sup>

Trunk decorators will need to be here by  
5:15pm to set up!

Trick or treating is from 6:00 pm – 7:30 pm!

**We will have hot dogs and snacks**

Open to ALL WE PACK, WE SOURCE, OLSTON, AND  
EPG EMPLOYEES



# Years of Service Celebration



# First 2 Employee hired @ WP celebrates 25 years!



# Breakfast to kick off the busy season



# Fire Extinguisher Training



# Leadership Training



# KEY TAKEAWAYS

- **Communication & Collaboration** between partners is vital to planning and execution of your training and development journey.
- **Building relationships** is key to understanding the developmental needs of your workforce.
- **Community Outreach** – get out of the office and fellowship with your community to see what others are doing to improve their workforce.
- **Partner** with local resources such as your community college, chamber of commerce, etc. to take advantage of state-wide incentives to support your growth and development.
- **Celebrate** the wins with your workforce.

# Thank you for your time!

- ✓ How is your organization partnering with and participating with your local community efforts to improve the local workforce?
- ✓ Where are you at in your workforce development journey?
- ✓ How are you celebrating the wins?

