

Plant Engineering Mechanic Training Program



PE Mechanic Hiring Challenges

Hiring Challenges

Passing UPS Plant Engineering Mechanic Applicant Testing (PEMAT)

- Computer Based Knowledge Exam
- Hands-On Exam
- Interview

New Employee Unknown Behavior

- Work Ethic
- Attitude
- Attendance
- Ability to work with others
- Safe Work Methods
- Commitment to UPS

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The Beginning (2009)

Human Resources Education Center

- Bob Difino
- Gregg Glotzbach

Met with local community colleges to discuss the on-site PE classes.

- Determined on-site classes would not work
- Designed the off-site training program.
- Determined which classes would be required
- Instructors visited CACH facility
- Curriculum was updated based on UPS mechanic development needs.
- Created student tracking program in HR system.

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Advantages from Hiring Within

- UPS encourages promotions from within.
- Basic Maintenance Knowledge
 - I. Learning Theory and Application
 - II. Hands-On Experience
- Mechanic's Behavior is Known
 - I. Work Ethic
 - II. Attitude
 - III. Attendance
 - IV. Commitment to UPS
- Passing PEMAT Hiring Process
 - I. Improved Passing Rate
 - II. Willingness to wait for a mechanic position
- PE Sponsored Monthly Seminars
 - I. Supplemental Training on Automated Equipment
 - II. Hands-On and Classroom
 - III. Participation is Voluntary
- UPS PE training material made available (video's and literature)

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UPSers Getting Started

Program Promotion:

- Brochures
- UPSers.com (Employee UPS website)
- Pre-Work Communications Meetings (PCM's)
- Open House Information Sessions
- PCM Vision TV (Monitors located in each employee work area)

Developed a Partnership with community colleges

- Moraine Valley Community College (MVCC)
- Richard J. Daley College
- Acceptance of similar classes from other colleges
- UPS PE manager participation with College Advisory Boards
- Community College instructors visit the CACH Facility

The Syllabus is updated based on skills and knowledge requirements.

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The Trainee Candidates

Must have their managers recommendation

PE interviews employee's management team and reviews employee records.

Must complete PEMAT process:

- Computer Based Knowledge Exam
- Hands-On Exam
- Interview

Qualification Matrix was developed for candidate ranking

1. Level of Education achieved/ Military Experience
2. Attendance History
3. Tool Identification
4. Interview Assessment

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The Results

- **569** PE mechanic trainees (UPS employees) have participated
- Participants have completed **3,000** classes in this program

The Program has produced 58 Mechanics

- **50** full time mechanics (**21** Journeyman) (**29** Apprentices)
- **8** part-time mechanics

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