

Employer Champions

Deanna Nesbit has worked within the manufacturing industry for her entire career. Always holding a position within the human resources department, Deanna is currently a HR Director at McGregor Metalworking Companies. McGregor performs in all aspects of manufacturing. From engineering and development to stamping and manufacturing, the McGregor Metalworking Companies champions what it means to be a NIMS employer.



Deanna was first introduced to the work that NIMS does when she started at McGregor, and used NIMS to help redevelop their training programs. Their improved associate training program is aligned with NIMS credentials, because Deanna believes that **"NIMS credentials give depth of knowledge and compliments McGregor's employee training."** Deanna and McGregor utilize NIMS within their training programs, their promotion considerations, and their pay advancements. Associates can increase their pay by investing in their trade through NIMS credentials. At McGregor, advancing ones education and skills is a criteria in order to receive a pay increase.

At McGregor, every associate is required, even at entry level, to receive one level one NIMS credential. Since the training program's alignment with NIMS, Deanna has seen less turnover and more in-house promotions. These promotions are linked to more advanced NIMS credentials allowing associates to prepare for their aspired job. On the shop floor at McGregor, Deanna has found that associates are **"very proud of the recognition."**

Through Deanna's dedicated work, the McGregor Metalworking Companies are NIMS Ready; are you?

The NIMS logo, consisting of the letters "NIMS" in a white, serif font with a registered trademark symbol, set against a red background. Below the text are several white lines radiating from a central point, creating a starburst effect.

"NIMS credentials give depth and compliment McGregor's training."



Deanna Nesbit

HR Director
McGregor Metalworking Companies
deanna.nesbit@mcgregormetal.com



NIMS

10565 Fairfax Boulevard
Suite 10
Fairfax, VA 22030

www.nims-skills.org
www.nimsready.org