Alchemy Case Study

Customized Frontline Training & Leadership Program

Challenge

- Leadership & skill development
- Centralized training program

Solution

- Interactive classroom training
- Automated record-keeping
- Customizable learning plans
- One-on-one coaching

Result

- Reduced turnover
- 80% reduction in worker injuries
- $100,000 annual cost savings
- Increased product quality & yield

About TruFoodMfg

TruFoodMfg is an industry leading contract manufacturer of snack foods. The company specializes in private label chocolates as well as health and nutrition bars. TruFood employs over 600 full-time workers across multiple sites.

The Challenge

In order to continually improve operations, TruFood nurtures their workforce through strong leadership development programs. “Frontline employees and supervisors are critical to the business. The people on the floor make or break TruFood’s operations, day in and day out,” says Dan Stephenson, director of human resources.

As TruFood expanded, consistency with employee training and leadership development for specialized positions became a challenge.

“The main goal is to provide a safety conscious environment, where TruFood can empower workers,” says Tom O’Brien, general manager. “In order to empower them, it is important to train them in safety procedures and food quality practices. It’s also key for a supervisor to have a way to play up their strengths.”

TruFood was committed to creating progression paths to aid in employee retention. “Asking people to train just for the sake of training doesn’t always work out so well. We wanted to give our people opportunities to grow with the company and develop professionally,” says Stephenson.

"Our customized training has helped us truly develop our employees and promote them into skilled positions."

—Mike Decker, Assistant Plant Manager
TruFoods’ engaged workers have also impacted quality and yield. “We’ve also seen an overall improvement in production. Our customized machine operator training has helped us truly develop our employees and promote them into skilled positions. This leads to better product quality and higher production numbers,” says Mike Decker, assistant plant manager.

“With the support of Alchemy’s programs, we’ve dramatically increased the quality of our safety programs. We’ve seen accidents reduced by 80%. With that, we’ve easily seen over $100,000 a year in cost savings,” says Stephenson.

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