

STEM Teacher Externship Summer 2021 GKN Armstrong Wheels

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Part I: Overview of Workplace



GKN Wheels Armstrong

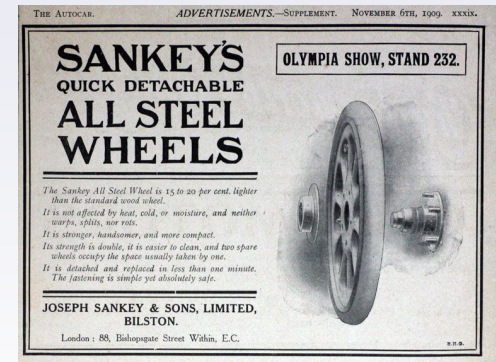
GKN Wheels is a world leading manufacturer of off-highway wheels.

Their three main industries are: Agriculture, Construction & Mining, and Material Handling.

The products produced in Armstrong & Estherville are wheels for agriculture, construction & industrial/material handling vehicles and hub systems.

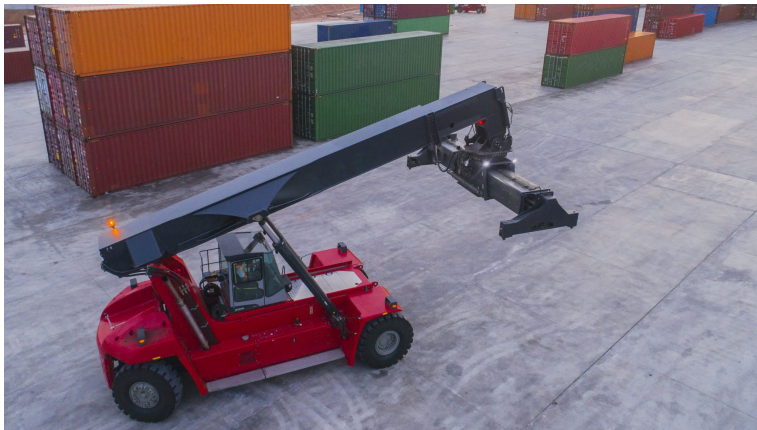
Fun facts:

- ▶ GKN originated from the Dowlais Ironworks Co. which was founded in 1759 in South Wales.
- ▶ In 1908, Joseph Sankeys developed and patented the first pressed and welded, detachable motor car wheel, known as the 'All Steel Wheel'.
- ▶ The largest diameter wheel that is made in Estherville is 54".
- ▶ GKN employs 59,000 people in 30 countries.



GKN Wheels & Structures supports JCB Fastrac – the world's fastest tractor: achieving a peak speed of an incredible 153.771mph and an average of 135.191mph.





Part II: Workplace Focus



Image:

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GKN Wheels Armstrong

GKN wants to attract, hire and retain quality employees.

Two segments that they would like to focus on is recent high school graduates and hispanic people.

Many high school students are unaware of the jobs available & the opportunities that a manufacturing facility offers.

Many hispanic people are not confident in their English language skills & GKN wants to improve their onboarding and training to make it more accessible & inviting for them.

There are two locations in Iowa: Estherville & Armstrong.



Part III: Introduce the Problem



GKN Wheels Armstrong

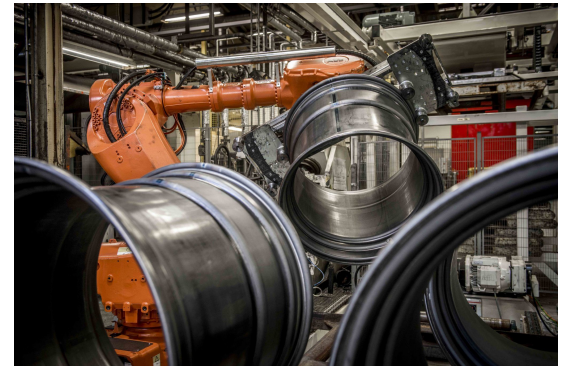
Problem: GKN Wheels Armstrong is concerned about attracting, hiring & retaining the right talent.

Goal: Build relationships with high school & middle school students early in order to create a long term pipeline of prospective employees.

Project: Develop an engaging factory tour that targets high school students.



Part IV: Standards, Driving and Essential Questions



GKN Armstrong

Driving Question: How can GKN Armstrong attract, hire & retain the right talent?

EQ1: How is the way GKN recruits different from other companies?

EQ2: What assumptions about manufacturing companies do you have?

EQ3: What do you need to ask to better understand?

EQ4: What would have to change at GKN in order for recent HS graduates to be attracted to work there & stay there?

EQ5: What impact do you think your plan will have?



Standards Addressed

21st Century:

- ▶ **Critical Thinking**
- ▶ **Creativity**
- ▶ **Collaboration**
- ▶ **Communication**

Business Communications:

- ▶ **Communicate in a clear, courteous, concise, and correct manner on personal and professional levels.**
- ▶ **Apply basic social communication skills in personal and professional situations.**
- ▶ **Express thoughts and ideas using various forms of communication (e.g.,**
- ▶ **verbal, written, body language, etc.)**
- ▶ **Listen effectively**

Part V: Extern Host Role

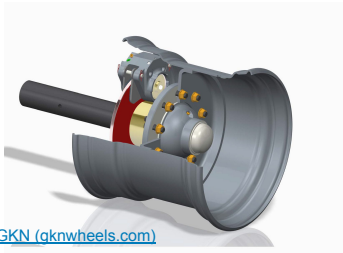


GKN's Role

GKN's Human Resources Generalist will be the business partner contact.

The HR Generalist will present the project to student teams with information on GKN's current marketing & recruiting strategies. She will be available to the teams during the project via email, phone & Zoom to answer questions and guide their work. She will coach them on professionalism and give feedback on their presentations and deliverables.

This could be used as a practice project to start the year or an actual project in the project pool.



Part VI: Student Learning



Students teams will...

...be taught professionalism skills & protocol and Agile project management methodologies.

...work closely with GKN's HR Generalist.

...gather information on recruiting strategies and ways to retain employees who are recent high school graduates.

...present of their marketing/recruiting plan to GKN's HR Generalist and any other interested GKN staff in a formal business presentation.

