

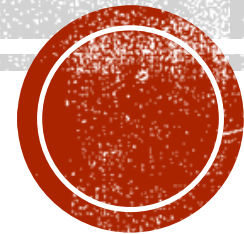
NOCO'S GOT TALENT!

ELEVATE BYTES — CATALYST TRACK

Sylvia Robinson, Ph.D.

Communications & HR Program Manager

Tolmar, Inc.



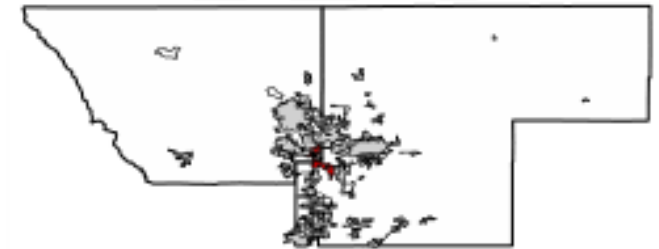
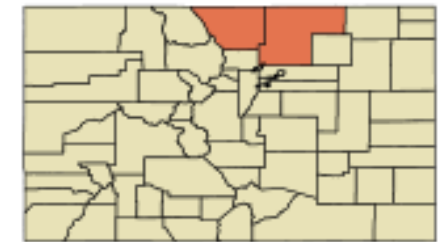
MY STORY...

- ✓ Background in non-profit and education.
- ✓ My desire to enter industry and Tolmar's needs intersected.
- ✓ My task: To Help Solve Tolmar's Talent Pipeline Challenges



TOLMAR'S CHALLENGES

- Not a known consumer brand
- Not a known employer brand
- FDA Regulated = Intense training
- Recently expanded to Windsor/Weld County



TOLMAR'S EXISTING PIPELINE

- College intern program
- Good relationships with CSU and Larimer County Workforce Center

Colorado
State
University



BEFORE WE GO ON...

- Realize that no one is going to build your Talent Pipeline for you!



SOLUTIONS

- Dedicate assets to building your own talent pipeline.
- Get involved and learn the landscape.
- Figure out some quick wins and what may be a good fit for your business.
- Start small – but start.
- Open your doors,
- Develop career pathways.





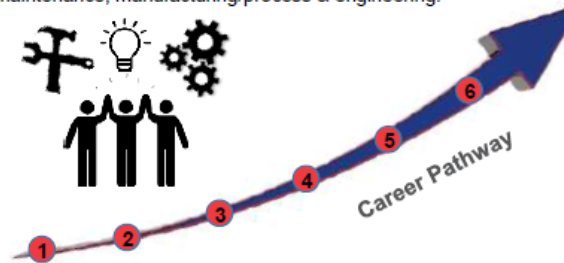
MANUFACTURING

What qualities or skills do I need?

- High School Diploma or Equivalent
- Clean drug screen
- Dependable
- Positive attitude
- Careful and attentive
- Integrity
- Teachable
- Cooperative

Do you enjoy making things?

Planning, managing & performing the processing of materials into intermediate or final products leads to careers in areas such as maintenance, manufacturing/process & engineering.



1 Manufacturing Technician I
 Entry Level—Learn the basics of pharmaceutical manufacturing
 \$13.50+/hour*

2 Manufacturing Technician II
 Some Experience—Increase understanding of pharmaceutical manufacturing
 \$14.85+/hour*

3 Manufacturing Operator I
 1+ Years Experience—Growing in responsibility for production of pharmaceutical products
 \$15.15+/hour*

4 Manufacturing Operator II
 2+ Years Experience— Growing in responsibility for production of pharmaceutical products
 \$18.25+/hour*

5 Manufacturing Lead Operator
 3+ Years Experience—Ability to train others in the production of pharmaceutical products
 \$24.85+/hour*

6 Production Supervisor
 3+ Years Experience—Takes ownership of the production of pharmaceutical products
 \$67,000+/year*

*Full time employees are eligible for medical, dental and vision coverage, 401(k) match and tuition reimbursement.

What do manufacturers do at Tolmar?

Production careers in manufacturing focus on making or assembling products. This job is the backbone of all other manufacturing careers and a great place to start if you have interest in making things. Almost everything we buy is a product of manufacturing at some level. At Tolmar, we manufacture derma-tological and injectable pharmaceutical products, all of which require a medical provider's prescription. This process requires following specific steps to produce the exact products that have been approved by the FDA (Food & Drug Administration) in order to improve the quality of our patients' lives.

Tolmar's mission is to develop and deliver innovative therapies and inventive solutions to advance patient care.

Tolmar Inc.

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Other Tolmar Careers:

Quality Control | Quality Assurance
 Materials Management/Logistics
 Regulatory | Compliance
 Facilities, Maintenance & Engineering
 Accounting | Finance | IT
 HR | Sales & Marketing
 Research & Development



FOR TOLMAR:

- CareerWise Apprentices
- P-TECH
- Externships
- College Internships
- Student and Community Tours
- Job Shadowing
- SME Speakers
- Leadership on Workforce Development Boards and Sector Partnerships



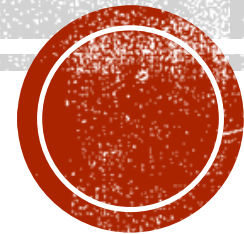
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WHAT I'VE LEARNED ABOUT DEVELOPING A TALENT PIPELINE...

- ✓ Nothing is “sure.”
- ✓ Workforce needs never seem urgent until they are. Manufacturers are surprisingly surprised about their workforce needs.
- ✓ Building a talent pipeline is a long game and success is hard to measure.
- ✓ A big part of ensuring pipeline is keeping and growing the talent you have. This takes work and the grass is always greener.
- ✓ A lot of companies brand for their product sales and customers but don't think about an employer brand.
- ✓ The workforce game is pretty scattered and somewhat difficult to navigate.



HOW I CHOOSE...

- ✓ Will it help me increase talent pipeline or improve employee engagement?
- ✓ Is there momentum?
- ✓ Is there leadership?
- ✓ Is there support (industry, government, etc.)?
- ✓ Is this a silo that is better duplicated elsewhere?
- ✓ Does it fit with Tolmar's values, culture and needs?
- ✓ Does it multi-task (meet multiple goals at once)?



WHAT I DO...

- ✓ Organize and attend job and career fairs (as well as recruit for various positions in my company).
- ✓ Serve as an active member or leader on LOTS of boards and advisory committees connected to workforce and employee engagement.
- ✓ Connect with people around these common interests and share ideas.
- ✓ Speak at events.



WHAT I DO...

- ✓ Open our doors for tours, shadowing, informational interviews, etc.
- ✓ Engage our employees with Work Based Learning and giving back to the community.
- ✓ Write our company newsletter, press releases and assist with important company communication.
- ✓ Invite our leadership to engage the community.
- ✓ My mottos: “Make a Difference” and “Give It Away.”



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