

# At Signicast, We Invest in You!



Looking to advance your career? Is continuous learning a part of your lifelong goals? Well, look no further! At Signicast we offer three ways to help you develop professionally, whether it is leadership training or becoming a maintenance technician we invest in you.



## **Career Development:**

Whether you aspire to be a next generation leader or want to take your skills to the next level. The HR team will sit down with you and map out your career and opportunities to help guide you into your next role. Career development is a formalized plan that is set up individually based on an employee's career aspirations and helps develop the skills and knowledge required to reach their next role. Some examples include maintenance apprenticeships, job shadowing and external courses or seminars.



## **Leadership Development:**

All our leaders receive a leadership profile that outlines their next steps in their career and a succession plan. Their dedicated plans are a step beyond the basic career development plan and include outside courses and certifications to help them be the best leaders in the industry. We strive to promote from within and all the average tenure of our manufacturing managers is 16 years!



## **Tuition Reimbursement:**

Are you thinking about completing a degree in a field that interests you or just wanting to go back to school? Signicast has you covered. Our tuition reimbursement program provides employees up to \$5,000 per year for job related courses towards your degree.