

**ROBBIE  
SEYBERT**

Employee development  
takes center stage  
at LES

Customized  
**TRAINING**  
*for the modern workforce*



# Why train now?

**40%**  
of employees who don't receive the necessary job training to become effective will leave their positions within the first year.  
*Source: Association for Talent Development*

**89%**  
of L&D pros agree that proactively building employee skills for today and tomorrow will help navigate the evolving future of work. \*



**76 WORKERS**  
**for every 100**  
**open jobs in**  
**the U.S.**

Source: <https://www.uschamber.com/workforce/america-works-data-center>

## NIGHT SHIFT

INSTRUCTOR JOHN ADEN TRAINS TEAM MEMBERS IN A CUSTOMIZED ELECTRICAL FUNDAMENTALS CLASS IN THE EVENINGS TO ACCOMMODATE SHIFT SCHEDULES.

**TOP 4** areas of focus for L&D\*

- Aligning learning programs to business goals
- Upskilling employees
- Creating a culture of learning
- Improving employee retention

\* Source: 2023 Workplace Learning Report: Building the agile future  
[https://learning.linkedin.com/resources/workplace-learning-report?trk=referral\\_LindaCai\\_Blog](https://learning.linkedin.com/resources/workplace-learning-report?trk=referral_LindaCai_Blog)



# OUR APPROACH

We are problem solvers. We listen and ask the right questions to make sure we understand your business and workforce needs. We believe in collaboration and designing solutions for long-term success.

**1 Discover**  
What does success look like for you? We will conduct a thorough needs analysis to identify key learning and business outcomes.

**2 Design**  
Together we will design a plan based on your organization's needs, goals, budget, and best-practices. We will select an instructor with the content expertise and teaching style that fits your organization.

**3 Customize**  
Customized content is designed to fit your needs. Considerations include your employees' learning styles and knowledge levels, as well as your company's culture.

**4 Deliver**  
Your employees can expect a training experience that combines industry expertise with valuable insights led by our knowledgeable and dynamic instructors.

**5 Evaluate**  
How do you measure success? Together we will devise evaluation metrics and practices that you can put into place to help reinforce the concepts learned and help your organization measure the effectiveness of the training.

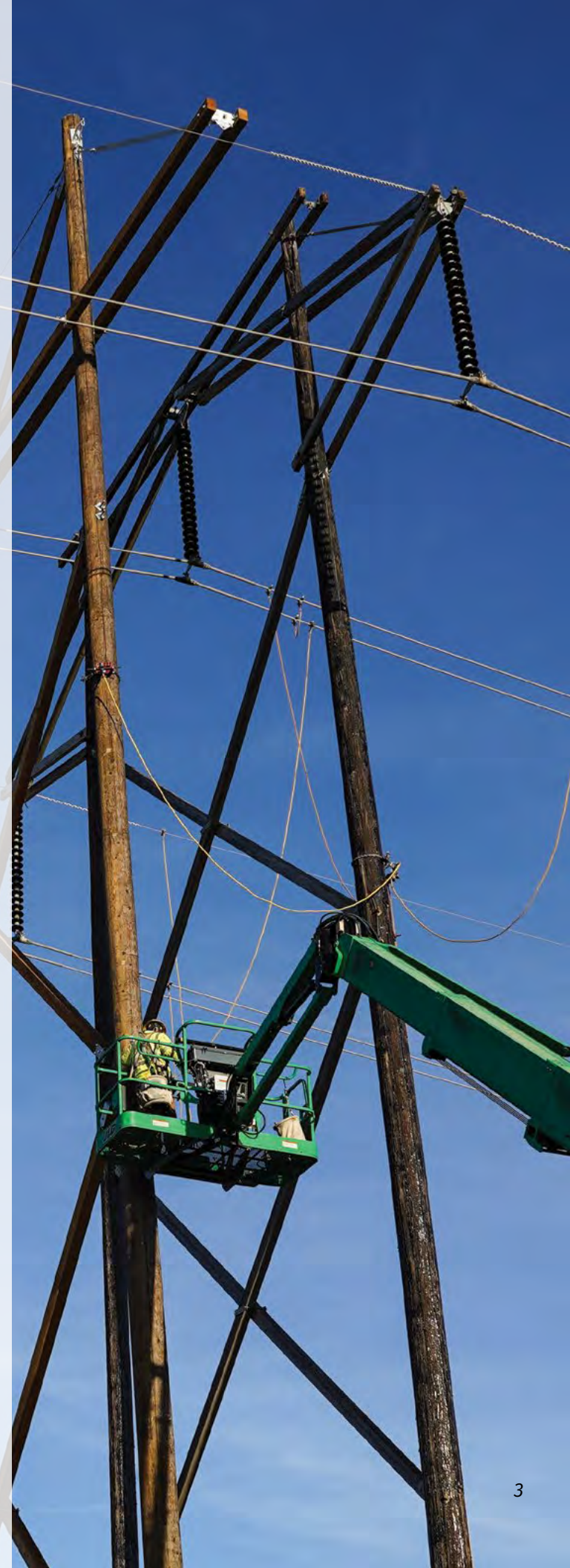
Contact a Client Training Manager  
training@southeast.edu  
402-437-2507

# LES Leadership development program builds leaders from within

**Robbie Seybert, manager, Human Resources at LES, shares the organizational impact of their Step-Up to Leadership Development program that began in the fall of 2022.**

The current labor market presents many organizational challenges. In this war for talent, Lincoln Electric System strives to develop strong recruitment and retention strategies, empowering our team members and encouraging their intentional and focused engagement in our mission-driven work.

One of our key recruitment and retention strategies is to support our workforce by providing strong leadership and professional development opportunities that support our leaders as they encounter new challenges in today's dynamic business landscape.



*Background image: LES line technicians repair cables on a transmission line.*

At LES, we aim to provide experiences that inspire our employees to stretch their comfort zones and further cultivate their skill sets. It is imperative that LES employees seek new and challenging opportunities to promote longevity and engagement.

Author Craig D. Lounsbrough once said, “To realize your potential, you must look beyond the end of yourself, realizing that where you end is most likely where you actually begin.”

In support of these goals, our Human Resources Learning and Development team partnered with SCC in 2022 to create our “Step-Up to Leadership Development” program, which reaches across the organization to nurture the growth of leaders who are well-versed in the culture, values and mission of LES.

This two-year interactive curriculum focuses on many relevant topics, including emotional intelligence, generational differences, effective and productive teams, communication strategies, performance management, critical thinking, and change management.

Thanks to our partnership with SCC, Step-Up to Leadership Development allows our team members to become engaged, focused, strategic, skilled, and thoughtful leaders who support the culture and values we strive for at LES!

**Top: Step-Up provides employees with opportunities to develop interpersonal and leadership skills to help them succeed in meeting anticipated business needs.**

**Right: Three employees work together to create a spaghetti tower during an ice breaker exercise.**



**Kayla**  
**Savidge,**  
**supervisor, Payroll and**  
**Accounts Payable at LES,**  
**shares the individual impact**  
**the Step-Up to Leadership**  
**Development program has**  
**had on her career.**



I started Step-Up to Leadership as an office administrator. The skills I developed in the program fast-tracked me to a supervisory role. As a new manager, I can call on the lessons and activities from Step-Up and apply them to real-life situations.

**The Step-Up to Leadership program has been invaluable to my career.**

The program allowed me to hone my team-building, project-management and conflict-resolution skills.

I had the chance to work with many different employees at all levels of the organization. The instructors created a safe, judgment-free space where titles were checked at the door, and we could be our most authentic selves.

I started Step-Up to Leadership as an office administrator. The skills I developed in the program fast-tracked me to a supervisory role. As a new manager, I can call on the lessons and activities from Step-Up and apply them to real-life situations.

Most of the program was led by a psychologist, which gave perspective on how people think and learn. The instructors brought levity and lightheartedness, which created a world-class learning experience. I appreciate that my employer offered this. This is something I can apply to all aspects of my life.

# AREAS OF FOCUS



## Computers & Technology

- Software Applications
- Programming & Networking
- Web Development & Design
- Internet



## Health Care

- CPR | First Aid
- Emergency Medical Services (EMS)
- Health Care Provider CEUs



## Talent Development

- Power Skills
- Human Resources
- Project Management
- Process Improvement



## Trades & Industry

- Electrical & Automation
- Welding
- Forklift
- Manufacturing
- Workplace Safety

# Computers & Technology



## Software Applications

- Excel
- Word
- Adobe
- Microsoft Power Automate & Power Automate Desktop
- QuickBooks
- PowerPoint
- Microsoft Teams
- Windows 365

## Programming & Networking

- CCNA 1: Introduction to Networks
- CCNA 2: Switching, Routing & Wireless Essentials
- Intro to Computer Science
- Intro to Programming & Technical Literacy
- Intro to Python

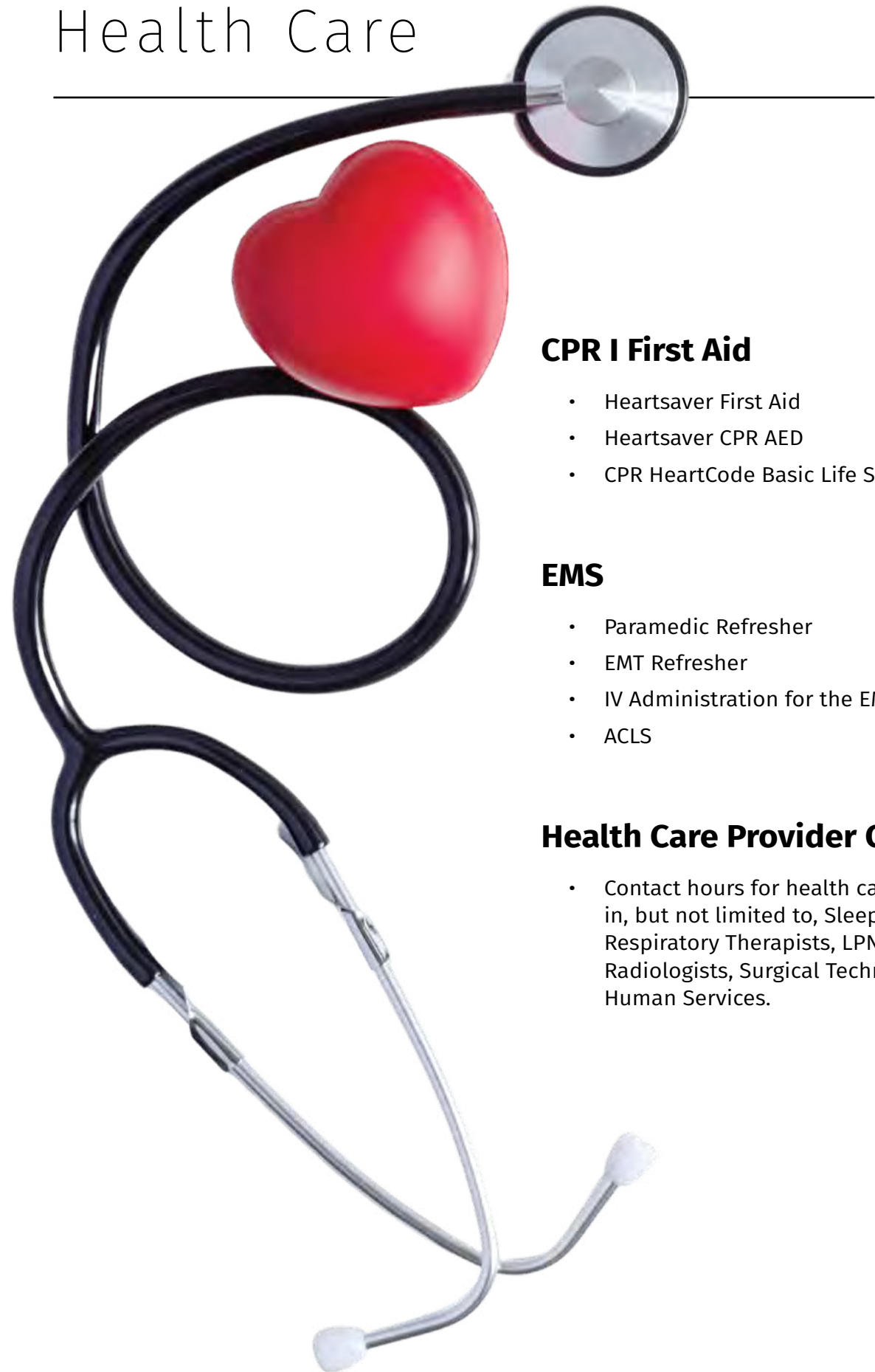
## Web Design & Development

- Web Development

## Internet

- Google Workspace

# Health Care



## CPR I First Aid

- Heartsaver First Aid
- Heartsaver CPR AED
- CPR HeartCode Basic Life Support

## EMS

- Paramedic Refresher
- EMT Refresher
- IV Administration for the EMT
- ACLS

## Health Care Provider CEUs

- Contact hours for health care providers in, but not limited to, Sleep Technologists, Respiratory Therapists, LPNs, RNs, Radiologists, Surgical Technologists, and Human Services.

# Talent Development



## Power Skills

- Conflict Management
- Communication
- Team Building
- Employee Development
- Peer to Leader
- Emotional Intelligence
- Personality Assessments
- Personal Effectiveness
- Diversity and Inclusion
- Resiliency

## Human Resources

- HR Foundations
- Advanced HR Topics

## Project Management

- Foundational and Core Concepts
- Advanced Concepts

## Process Improvement

- White, Yellow and Green Belt
- Lean Manufacturing
- Lean Transactional
- Automotive Core Tools

**93%**  
of organizations  
are concerned  
about employee  
retention



## Electrical & Automation

- Electrical Fundamentals
- Motor Control and Relay Logic
- Electrical Troubleshooting
- Industrial Instrumentation and Control
- Industrial Electro-Pneumatics
- Variable Frequency Drives
- Introduction to PLCs
- Basic Automation Direct PLC
- Basic Rockwell RS500 PLC
- Basic Rockwell RS5000 PLC
- Advanced Rockwell RS5000 PLC

## Welding

- Basic Welding
- Production Welding
- Gas Metal Arc

## Forklift

## Manufacturing

- Manufacturing Technician Skills Training
- Basic and Advanced Precision Machining

## Workplace Safety

- OSHA 10 and 30 General Industry
- Confined space
- Rail safety
- Hazardous materials

# OUR EXPERTS

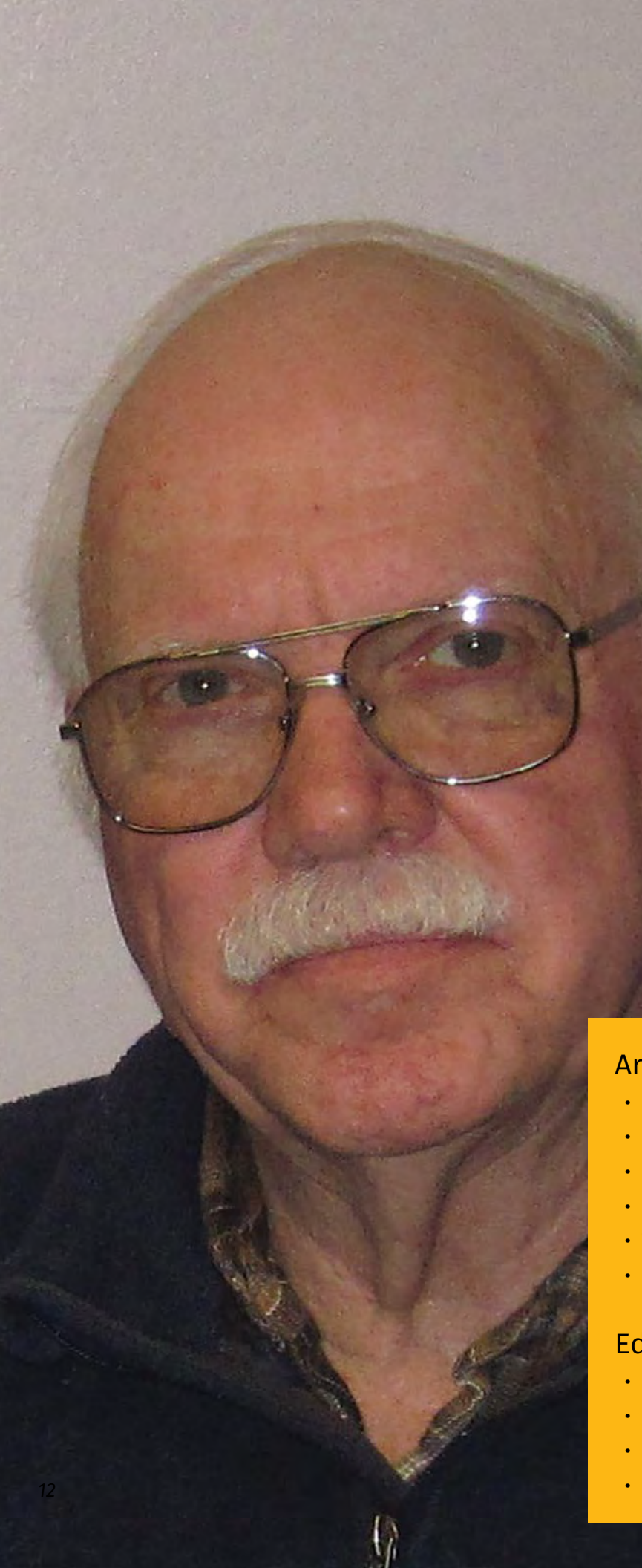
**We don't just hire trainers,  
we hire experts.**

Representing a wide-array of industries and backgrounds, our highly trained instructors bring years of expertise and insight into the topics they teach.

To learn more about all of our  
instructors visit us at:

[https://www.southeast.edu/  
cenew/facilitatorspotlight/](https://www.southeast.edu/cenew/facilitatorspotlight/)





# John Aden

John is a Nebraska-based instructor with more than 29 years of teaching experience in electrical, controls and automation continuing education courses.

He has developed curriculum and designed and built portable, hands-on trainer consoles for many of the courses he teaches.

John also serves on Southeast Community College's Workforce Leadership Teams for both Electromechanical Technology and Electronic Systems.

As the owner of Aden Engineering, he has provided consultation and engineering services in automation for business and industry since 1985.

## Areas of Expertise

- Electrical Troubleshooting
- Motor Controls & Relay Logic
- Pneumatics
- Electromechanical
- Variable Frequency Drives
- Programmable Logic Controllers

## Education and Industry Experience

- AAS, Electronic Engineering Technology
- 3 Years US Army Communications Specialist
- 6 Years Electronic Technician
- 5 Years Controls Engineer

By improving skills of employees, companies reduce downtime and expensive equipment failures while improving morale and safety.

### What are students learning in the courses you teach, and how is that knowledge applicable to the real world now?

Students learn theory of electrical principles and their application in various industries. Technicians are called on to repair and support equipment that may be old or modern, simple or complex, but the basics are still the same.

### What is the class size like? Why is having a smaller class size a benefit to each individual student?

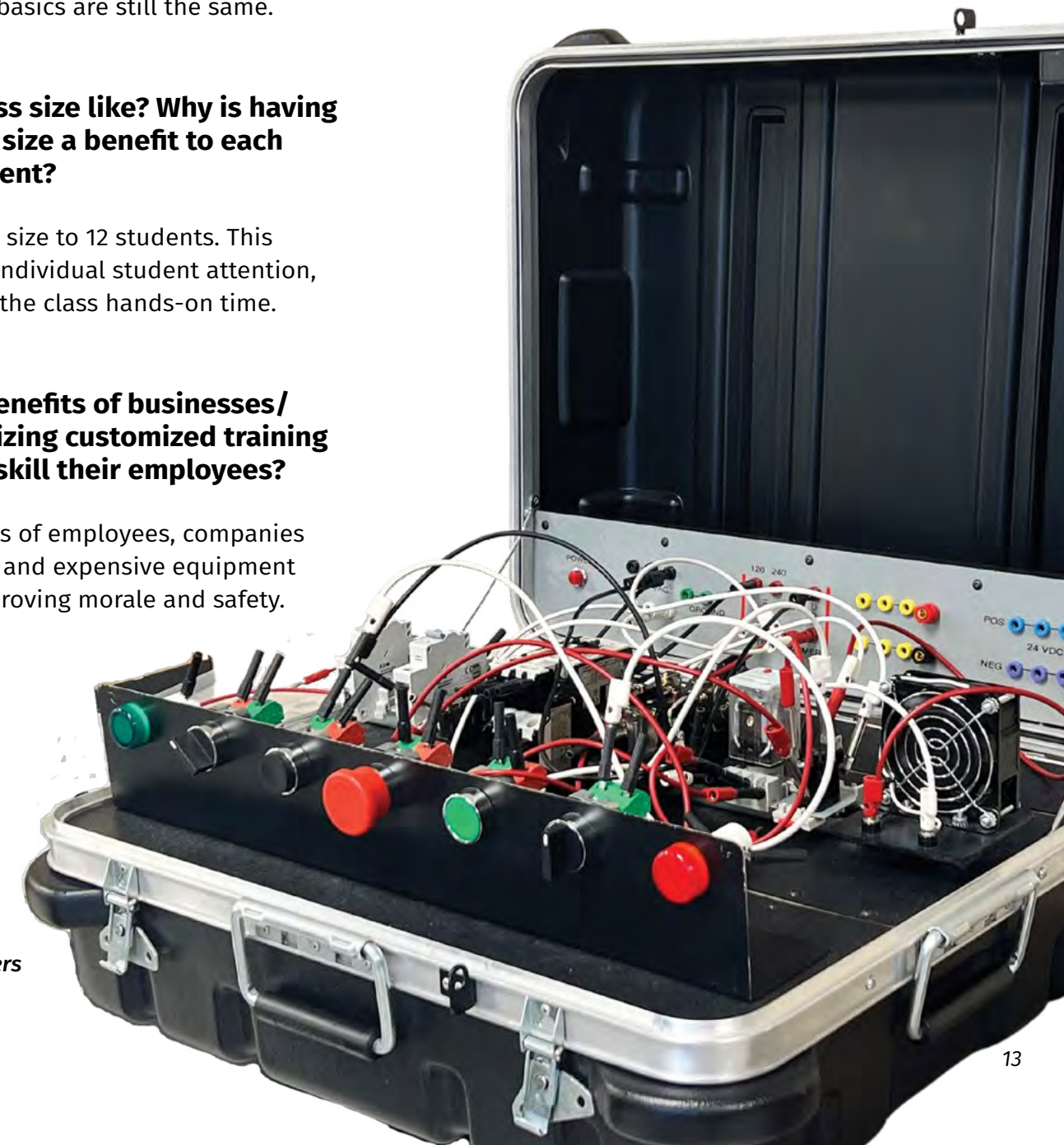
We limit our class size to 12 students. This allows for better individual student attention, especially during the class hands-on time.

### What are the benefits of businesses/ companies utilizing customized training to upskill or reskill their employees?

By improving skills of employees, companies reduce downtime and expensive equipment failures while improving morale and safety.

### Why is it important for companies and businesses to upskill their employees?

Qualified electrical maintenance technicians are in short supply. This shortage does not show signs of improving in the foreseeable future. Employers use our Continuing Ed. Classes to upgrade the skills of existing employees.



*Right: Designed and built by John, our electrical trainers provide hands-on learning in class.*



# Keep in Mind

Our open-to-public courses provide ongoing opportunities for learning and development all year long. Perfect as a stand-alone option for upskilling and reskilling or as a supplement to your customized training.



view the open-to-public upcoming courses



## FUNDING SOURCES

Many funding opportunities are available to jumpstart your customized training initiatives.



The Nebraska Worker Training and Support Cash Fund is intended to expand the Nebraska workforce by increasing the pool of highly skilled workers in Nebraska.

### Funds may be available to:

- support public and private job training programs designed to train, retrain, or upgrade work skills of existing Nebraska workers of for-profit and not-for-profit businesses
- train new employees of expanding Nebraska businesses; and
- recruit workers to Nebraska



Empowering Nebraskans to achieve economic independence and thrive in work and life in partnership with employers.

### We support employers.

- Tax Credits
- Labor Market Information
- Hiring Assistance
- Temporary Work and Internships
- Layoff Assistance
- Training and Apprenticeships

### connect and apply:

([dol.nebraska.gov/ReemploymentServices/EmployerResources/WorkerTrainingProgram](http://dol.nebraska.gov/ReemploymentServices/EmployerResources/WorkerTrainingProgram)).

### connect:

[lincoln.ne.gov](http://lincoln.ne.gov)  
402-441-1640  
1330 N. St., Lincoln, NE

# Your Place or Ours?

We understand that every team is unique and has specific needs when it comes to training. With our tailored approach, you can hold training sessions where it works best for you and your team. Whether you prefer in-person training at your office, on-site at one of our locations or virtual training sessions, we can tailor our approach to meet your specific requirements.



**Contact a Client Manager**

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Thanks to our partnership with SCC, Step-Up to Leadership Development allows our team members to become engaged, focused, strategic, skilled, and thoughtful leaders who support the culture and values we strive for at LES!

**Robbie Seybert | manager, Human Resources**



LES crews deploy to New Smyrna Beach, Florida, in response to a Mutual Aid request to help restore power after Hurricane Ian hit the Gulf Coast.

# stay informed

**402-437-2507**

**training@southeast.edu**



scan to stay  
up to date  
with training  
& development

