

Transforming Workforce Training into Operational Success

A strong, skilled workforce isn't just a necessity—it's a competitive advantage. But knowing where to start can be overwhelming. Companies like Palermo's Pizza, PPC Flexible Packaging, Wholestone Farms, and LifeLine Foods have proven that strategic investment in training delivers real operational gains. Each company faced unique challenges, implemented structured training solutions, and achieved game-changing results.



PALERMO'S PIZZA

// Building a Stronger, More Engaged Workforce

Palermo's Pizza aimed to strengthen retention and become an employer of choice through improved employee development. Facing labor shortages and inconsistent career pathways, they needed a structured workforce strategy.

Results:

- Easily accessible training, with QR codes to track attendance and automated training records seamlessly pushed to their HRIS
- Streamlined career pathways and training requirements for all 700 job roles, improving job satisfaction and growth opportunities
- Consistency and standardization across multiple facilities for job roles, skills tracking and reporting.

By prioritizing workforce development, Palermo's created a more stable, skilled, and motivated team, reinforcing its position as a top employer while driving substantial cost savings across the business.



// When training is easy to access and career paths are clear, employees don't just stay—they thrive."

Wendy Bushell, Chief People Officer
Palermo's Pizza



WHOLESTONE FARMS

// A Holistic "Hire to Retire" Approach

Wholestone Farms, a leading pork producer, faced an aging workforce, talent shortages, and operational constraints requiring immediate action. Their solution? A holistic training model focused on continuous development, upskilling, and succession planning.

Results:

- 25% reduction in turnover, easing hiring demands and workforce stability
- 3x increase in training engagement, fostering a culture of growth
- Technology driven audit reporting, improving compliance through better documentation

By aligning HR initiatives with business objectives, they gained executive buy in to invest in training to drive a resilient, high-performance workforce ready to meet future challenges.



// When we can start showing our C level people what it does, when we actually focus on the training, their mindset changes. Because they start seeing the results against the P&L."

Grant Prenzlou, Director of HR
Wholestone Farms



LIFELINE FOODS

// *Standardizing Training for Better Retention and Safety*

LifeLine Foods, a farmer-owned corn milling company, struggled with high turnover, inconsistent training, and knowledge gaps. Their reliance on manual training methods hindered efficiency and safety.

Results:

- Lower turnover, especially in high-churn departments
- Standardized training, minimizing operational disruptions
- Doubled productivity, increasing output from 2,000 to 4,000 bags per shift

▶ **By implementing customized, structured and mandated training modules, LifeLine Foods improved retention, efficiency, and workplace safety.**



// **Before, we were struggling to hit 2,000 bags a shift. We now hit 4,000. Training has been a big part of that."**

Kevin Kelly, CEO, LifeLine Foods



PPC FLEXIBLE PACKAGING

// *Leveraging Technology for Scalable Training*

PPC Flexible Packaging (PPC Flex) needed to train 1,600 employees across 16 locations while overcoming manual skills tracking, inconsistent training, and unclear career pathways. Their solution? A state-of-the-art Learning Management System (LMS) that streamlined onboarding, real-time skills tracking, and multilingual, interactive content.

Results:

- Higher engagement, with employees completing an average of 17.5 courses each
- Stronger career growth, as 46% of associates pursued advancement opportunities
- Improved operational efficiency, with structured skills tracking optimizing labor allocation

▶ **By leveraging modern training technology, PPC Flex improved compliance, engagement, and career development, creating a more skilled and efficient workforce.**



// **Our productivity and revenue per associate are the best we've ever had with WorkForge."**

Lisa Miller, HR Leader, PPC Flex

The Path to Operational Excellence Through Training

The path to improved operations through training is achievable—and the results speak for themselves. These best-in-class organizations have shown that structured, intentional workforce development leads to stronger retention, greater productivity, and long-term growth.

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