

HUMAN RESOURCES DEVELOPMENT PROGRAM (HRDP)



Precision Castparts Corp. (PCC) is the world leader in structural investment castings, forged components, and airfoil castings for aircraft engines and industrial gas turbines. Airbus, Boeing, GE, Rolls-Royce, and many other leading manufacturers depend on us for critical airframe, engine, power generation, medical, and general industrial components. With few exceptions, every aircraft in the sky flies with parts made by PCC.



Industries:

Aerospace
Power
General Industrial



Locations:

120+ facilities
29 states
13 countries



Employees:

20,000+

PCC is looking for graduates like you with a passion for leadership to join our **Human Resources Development Program**.

Are you seeking a great career in a fast-paced, world-class organization? PCC has numerous career paths available across a wide range of businesses to challenge you and expand your knowledge and skills.





WE ARE LOOKING FOR FUTURE LEADERS WITH



Bachelor's degree in:

Human Resources

Psychology

Business



A cumulative GPA of at least 3.0



Prior internship
or co-op experience



Must be a U.S. citizen or
permanent resident



Must be willing to relocate

PCC's **HR Development Program** is a 2-year rotational program with intensive business and technical training. The program will equip and prepare the successful candidates to take on lead human resources roles in PCC manufacturing operations.

PROGRAM HIGHLIGHTS

Fast-track internal progression on a path with many opportunities within human resources

Exposure to multiple PCC business units

Excellent suite of training opportunities including leadership and technical training

TYPICAL ROTATIONS

YEAR ONE - HR Foundations

Hourly Staffing: Interviewing, Offers, Onboarding and Co-op Programs

Safety Orientation, Committee Member, Safety Initiatives and OSHA Training

Benefit Administration, Orientation, Basic FMLA/ADA and Open Enrollment Training

Training—hourly personnel, Job Analysis and Merit/Review Process

Shop Floor Presence, Contact—hourly Employee Issues and Employee Engagement Activities

YEAR TWO - HR Strategy

Hourly and Exempt Staffing: Interviewing/Offers, Testing, Onboarding and DP Programs/Career Fairs

Workers Comp and Safety Trends

Employment Law, Wage/Hour Issues and Affirmative Action

Exempt – Goal Setting, Merit/Review Process, Human Capital Planning and TDP Engagement

Investigations, EthicsPoint and Union Management