



**McKeisha Hamilton**, CNC Production Machinist  
*Standing with Jim Bowman, Owner*  
Noble Tool



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## Woman Finds Purpose and Motivation Through New Career in Manufacturing

On paper, McKeisha Hamilton was the type of job candidate who could have easily been bypassed from consideration for a good job in manufacturing.

She was new to the U.S., working two jobs as a housekeeper at a hotel chain and flipping burgers at a fast-food restaurant, and didn't have a driver's license.

But career coach Lisa Witt, with Miami Valley Career Technology Center's ASPIRE program, saw this candidate differently. She knew Hamilton as an eager student pursuing her GED who

immigrated here from Jamaica to be with her sister, parents and children. She saw how smart, capable, and hardworking Hamilton was.

Witt, through her connections with the Dayton Region Manufacturers Association, introduced Hamilton to WorkAdvance, and convinced her she would be a great candidate for a career in manufacturing.

Through WorkAdvance, participants learn both technical and interpersonal skills to get them job-ready despite having little to no prior manufacturing

experience, and at no cost to the participant nor the employer.

"Don't judge a person because they work at a hotel or in fast food," Hamilton said. "There are people without manufacturing experience who just need a little encouragement and a chance."

### Career coach referral pays dividends

Jim Bowman, owner of Noble Tool LLC in Dayton, interviewed Hamilton and quickly recognized her potential, as well.

"Lisa told me McKeisha had a



**McKeisha Hamilton performs a quality inspection**  
(Noble Tool)

“I may have caught lightning in a bottle with McKeisha,” he said. “She is an excellent employee, a hard worker, and she’ll do whatever she needs to get the job done. I’m proud of her. I’m proud of the work she’s done. And I’m proud of her long-term future in manufacturing.”

### A bright future

Hamilton’s first few months in manufacturing have motivated her to push further. She’s earning a good wage with a strong benefits package, and she no longer has to work two jobs.

“As for what’s next, I want to finish my GED and pursue a CNC machining class,” she said. “I see myself doing a good job and moving up. I may not know exactly what that next role is yet, but I know the opportunity is there. And I’m going to be excited when that time comes.”

Bowman said her career path at Noble Tool could take any number of directions, from being a team lead to a foreman in her department, and beyond.

“She has a lot of opportunity ahead. We just have to stay in front of her, which might not be easy because she told me in high school she was a sprinter!”

kind heart, a great spirit, and she would be a hard worker,” he said. “I learned she was working two jobs while in classes for her GED, and she has a son in the Air Force and a daughter in basic training in the Army. She also worked in a lumber yard, which is very hard work, where she safely ran heavy machinery.”

Noble Tool is a precision metal parts and contract machining business that runs a two-shift operation employing a few dozen

production employees with occupations ranging from entry-level machining to skilled toolmakers.

Following their interview, Bowman offered Hamilton an entry-level position. He also helped her overcome transportation obstacles getting to and from work. After her first 90 days, when asked if she’s lived up to expectations Bowman said, “And then some.”

## Workforce Ecosystem Players



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