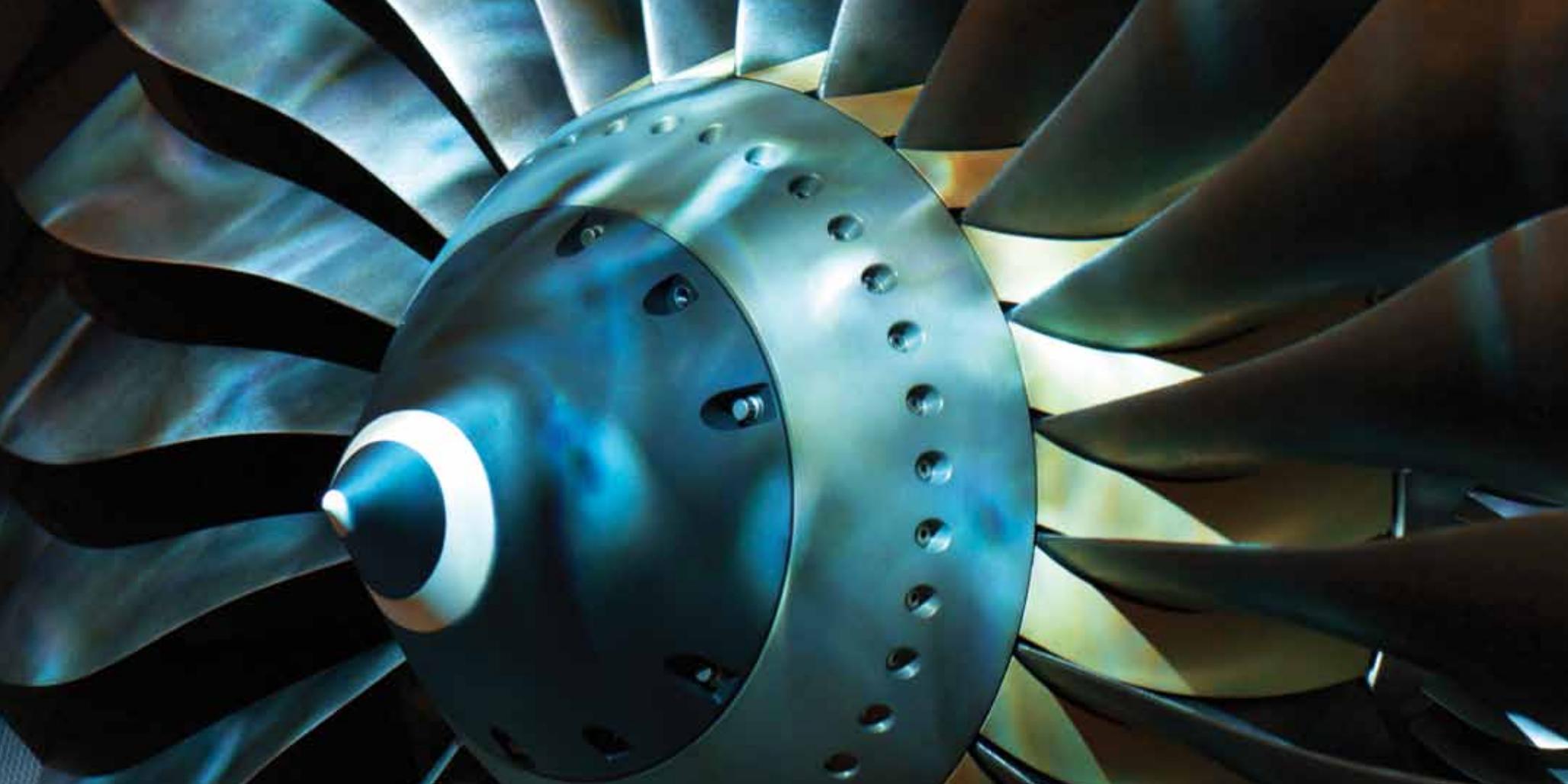


train for tomorrow.  
train for results.





## a powerful **new landscape**

The landscape of manufacturing has changed, and the most critical resource for today's manufacturer is the knowledge and skills of its people. To plan for tomorrow, your people need to start learning today. You know that qualified, knowledgeable people are increasingly hard to find—the remedy is a fully integrated, results-oriented training program that is calibrated to real business needs.

Today's manufacturers use training to improve human performance. Training is not a "nice to have." It is a critical component in solving real business pains. So if you ask yourself how your training program stacks up, and the path to results is not clear, we are here to help.

### **THE RIGHT TRAINING. THE RIGHT SOLUTIONS.**

- ▶ BOOST OPERATIONS EFFECTIVENESS
- ▶ IMPROVE QUALITY
- ▶ REDUCE SCRAP
- ▶ EXPEDITE ON-BOARDING
- ▶ HEIGHTEN QUALITY CAPABILITIES
- ▶ ENHANCE PRODUCTION
- ▶ CROSS TRAIN
- ▶ GUARD AGAINST WORKFORCE SKILLS GAP
- ▶ ROLLOUT NEW TECHNOLOGIES
- ▶ SHIFT FROM "TRIBAL KNOWLEDGE" TO FORMAL LEARNING



## a training partner **you can trust**

Tooling U-SME is, simply put, the industry leader in manufacturing training. For more than 80 years, we have worked with manufacturers to build training programs and support workforce learning initiatives.

We offer an incredibly diverse suite of training resources that includes professional consultative services, online training content, instructor-led training, book and video content and industry-backed certifications.

**MORE THAN 210,000 INDIVIDUALS FROM 32,000+ COMPANIES**  
USE US TO STRENGTHEN THE KNOWLEDGE AND SKILLS OF  
THEIR MANUFACTURING WORKFORCE.

Most importantly, we are your partner in workforce development. We work with you to boost your training program and target it toward results. Our wide range of services and products provides a flexible solution for companies ranging from the 10 person job shop to the largest *Fortune*® 500 companies.

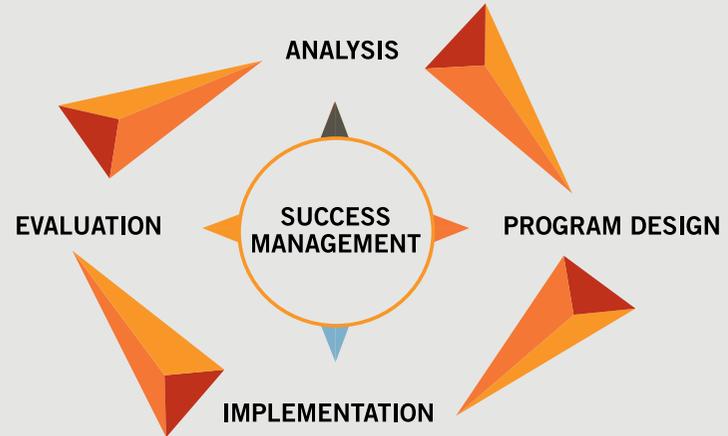


# the life cycle of effective training

To connect learning to results, you need a training initiative that is strategically aligned—from an analysis of your business pains to an evaluation and validation of outcomes. Effective training follows a process. It is not “one size fits all.” It is customized to your organization.

This is why Tooling U-SME starts the conversation with the successful management of your training program in mind. We work with you to:

- ▶ **ANALYZE** the present state of your training and the key business drivers that must be addressed.
- ▶ **DESIGN** a training solution calibrated to your organization that addresses those business drivers.
- ▶ **IMPLEMENT** training to ensure the program has the best impact on your personnel.
- ▶ **EVALUATE** the training to compare results to your stated goals.





## how we **analyze**

If a training provider does not analyze your needs and your business, then they are not a true training partner. They are simply selling you a product—training disconnected from results.

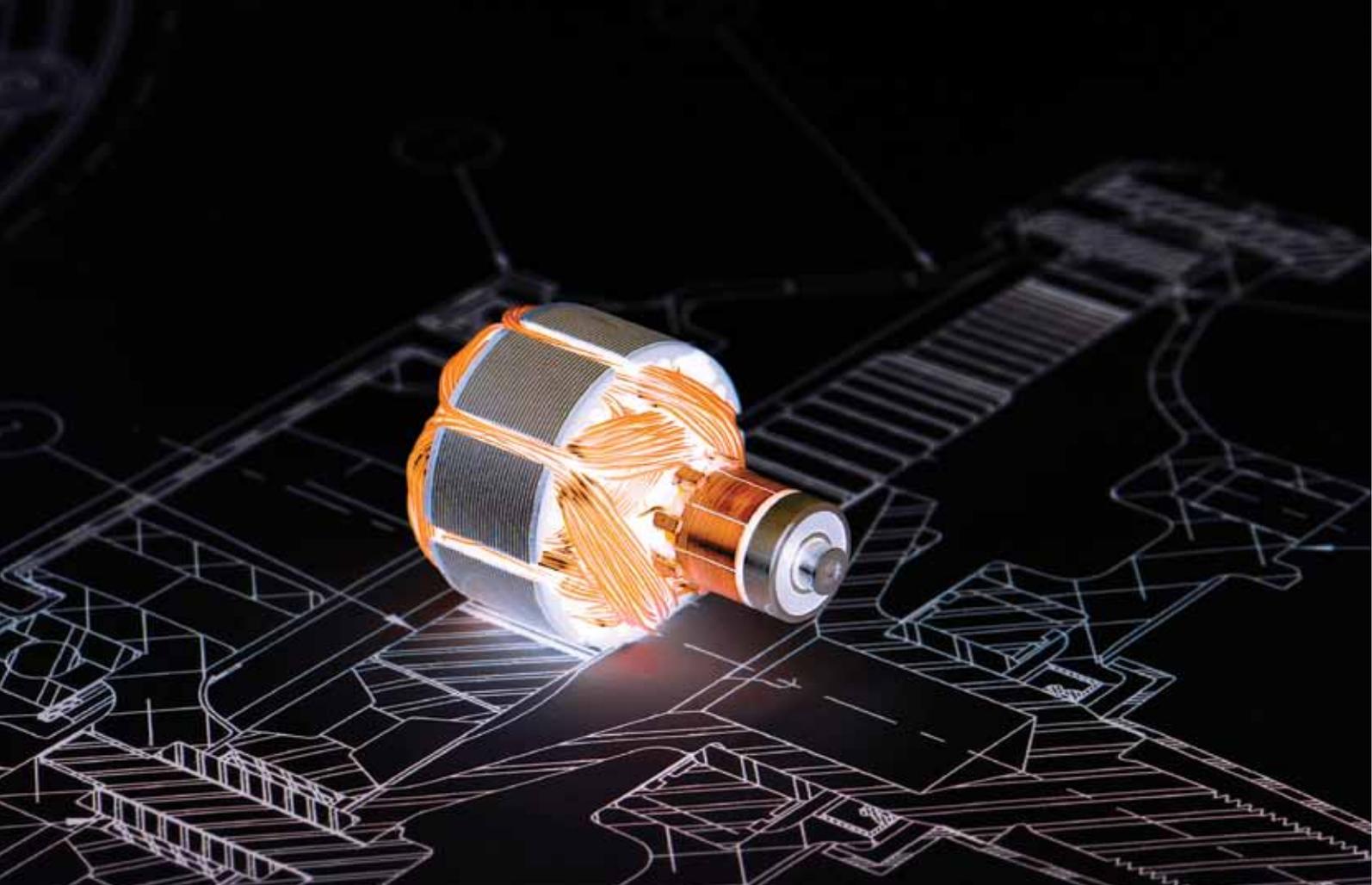
Our first step is to understand your business and the current state of your training. We don't offer a "one size fits all" solution; we learn your needs, and then we offer answers.

If your company has a fully established training program, with training aligned to job roles and with clear outcomes, we can strengthen your training with manufacturing-specific online assessments, content, and other resources.

However, if you need a more robust solution, we offer a range of professional services to assess the current state of your program, articulate training outcomes, and create a plan focused on results.

It's your training program. We want to help you make it better.

- [1] **IN-DEPTH ANALYSIS**
- [2] **COMPETENCY MODELS**
- [3] **POSITION DESCRIPTIONS**
- [4] **CAREER PATHING**
- [5] **TRAINING ALIGNMENT TO STRATEGIC PLANS**
- [6] **ROLE-BASED LEARNING PLANS**
- [7] **INSTRUCTIONAL AUDITING**



## how we design

The analysis of your training leads to the design of a strategic training program. When you design your training program, you want a partner that truly understands manufacturing.

### INDUSTRY-BACKED COMPETENCY MODELS

Tooling U-SME has worked with industry to create multiple competency models, which organize training objectives around today's job-related responsibilities. Each job role has clear knowledge and skills objectives, with the appropriate resources linked to tie training to actual job requirements.

And most importantly, we work with you to customize and tailor competency models specific to your organization. The result is the right type of training, the right amount of training, for the right roles, targeted to the right outcomes.

In fact, customization runs throughout our solutions. From the structure of your program, to the training content, to roles and security-based permissions, to reporting, we focus on flexible tools that are optimized to your needs.

### THE RIGHT CONTENT. THE RIGHT ROLES.

- ▶ MACHINING
- ▶ MAINTENANCE
- ▶ STAMPING/FORMING/FABRICATING
- ▶ WELDING
- ▶ ASSEMBLY / FINAL STAGE PROCESSES
- ▶ PLASTICS
- ▶ COMPOSITES
- ▶ ENGINEERING
- ▶ MANUFACTURING AWARENESS FOR SUPPORTIVE ROLES

## how we **implement**

When it comes to your program's implementation, you are not alone. We work to make sure the program that's been carefully designed takes root and is put into practice. We do this through communication plans and onsite assistance during implementation and product training.

With your program up and running, our team of success managers work with you to help manage your training, monitor activity, provide technical support, and ensure your training is targeted to your business goals. The bottom line is you have our support for the long haul.



MANAGE



MONITOR



SUPPORT



TARGET



## ...with the **industry's best training products**

Implementation is also the moment when you can leverage the most diverse catalog of training content in the manufacturing industry. Every training resource has been validated by industry experts. This is not "death by PowerPoint." This is cutting-edge training by manufacturers for manufacturers.

More than 400 unique online training titles provide engaging, authoritative, self-paced training tailored exactly to individual needs. The result is consistent knowledge across your organization, with robust reporting of learning performance.

Our Instructor-led training (ILT) puts your people directly in touch with industry professionals with decades of experience. We have honed the instructor-led training method to quickly and effectively address key learning objectives. This instructional method is highly customizable, authoritative, and ideal for any complex topic.

Digital access to our industry-backed and time-tested print and video content provides your technicians, engineers and subject experts with a complete knowledge resource that is accessible for problem solving the most niche processes.

For a full listing of the topics we cover, visit our online catalog at **[toolingu.com/catalog](https://www.toolingu.com/catalog)**.



## how we **evaluate**

Training cannot happen in a vacuum. The original outcomes articulated during analysis must be evaluated and validated. This demands robust reporting and is the critical connection between training and results.

All our online content is SCORM and AICC compliant, allowing easy integration into your system. But if your company has not yet rolled out an enterprise-wide learning management system (LMS), you can use our own system and gain access to our various reporting tools. Either way, we ensure you have access to the data you need to gather learning metrics.

We also offer industry-backed certifications on lean, manufacturing technology and manufacturing engineering as well as certificate programs in green manufacturing. Certifications and certificates ensure your most valuable people are exposed to a universal and current body of knowledge, which keeps their knowledge base up-to-date and relevant.

### **THE RIGHT KNOWLEDGE. THE RIGHT VALIDATION.**

- ▶ LEAN CERTIFICATION (BRONZE, SILVER AND GOLD)
- ▶ CERTIFIED MANUFACTURING TECHNOLOGIST
- ▶ CERTIFIED MANUFACTURING ENGINEER
- ▶ GREEN MANUFACTURING SPECIALIST
- ▶ FRONTLINE GREEN WORKER



## the future state **of your organization**

The time is now to strengthen your workforce knowledge and skills. With Tooling U-SME, you have a training partner to support you through every stage.

We will ensure you identify the right goals for your training. We will transform the knowledge of your people. We will help you connect that knowledge to job performance. And we will help direct that performance toward results for your organization.

**What is the future state of your training program?** It is training with results.

Contact us today. Take advantage of training that prepares your people for tomorrow.

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