



TOOLINGU

sme

**TRAINING.
RESULTS.**





**YOU KNOW THE
WORKFORCE
CHALLENGE.**

LET'S BUILD YOUR SOLUTION

It's an industry problem you see in your own organization every day.

Many of your best veterans are reaching retirement age, and it's increasingly difficult to find qualified, knowledgeable and skilled manufacturing talent. Still, your goals remain the same: Increase quality, and reduce defect and scrap rates to optimize efficiency.

The right assessment and training can change the picture. Put sharp focus on your workforce readiness and align human capital management with your company's business objectives. Connect competency to results and improve retention by providing a clear path for advancement.

WHY TOOLING U-SME?

Every training solution we develop is built on 80 years of manufacturing experience, across virtually every industry.

Our programs are developed by industry specialists and grounded in real-world knowledge. We've developed proven tools, methodologies and more than 20,000 learning resources for manufacturing, all mapped to professional standards and industry-endorsed certifications.

Tooling U-SME partners with 5,000+ organizations, including over half of all Fortune 500® manufacturing companies, as well as educational institutions across the country. We work with you to build high performers who will help drive quality, productivity, innovation and employee satisfaction. We're with you every step of the way to ensure that your program is a success.



**MANUFACTURING
TRAINING IS WHAT
WE DO.**

A person wearing a black uniform is standing on a metal grate, likely a train platform or an industrial setting. The person is positioned in the lower-left quadrant of the frame. The background is blurred, showing a brick wall and some structural elements. A large, semi-transparent yellow-green banner is overlaid across the top half of the image, containing the text "TRAINING ALIGNED TO YOUR BUSINESS GOALS." in white, bold, uppercase letters.

**TRAINING ALIGNED TO
YOUR BUSINESS GOALS.**

DEVELOP MISSION- CRITICAL SKILLS

- Minimize the skills gap
- Expedite onboarding and define skills development
- Capture and standardize “tribal knowledge”
- Implement consistent training programs


LEVERAGE NEW TECHNOLOGIES AND DRIVE INNOVATION

- Cross train and increase workforce flexibility
- Reduce learning curve for new technologies

OPERATIONAL EXCELLENCE / WORLD-CLASS MANUFACTURING

- Boost operational effectiveness and productivity
- Drive continuous improvement
- Improve quality and reduce scrap

REDUCE RISK AND EXPOSURE

- Improve safety
 - Drive compliance
- 

A close-up photograph of industrial machinery, likely a grinding or cutting process, with a large amount of bright orange sparks being ejected from a rotating wheel. The scene is dimly lit, with the primary light source being the sparks themselves. The image is partially obscured by a white triangular shape on the right side and a solid orange horizontal band at the bottom.

**MARKETS
WE SERVE.**

We work with hundreds of manufacturers, and more than half of all Fortune 500 manufacturing companies, to deliver versatile, competency-based learning and development solutions. Here are just a few:

AEROSPACE & DEFENSE

- General Dynamics
- Raytheon
- Triumph Group
- United Technologies

AUTOMOTIVE

- BMW Manufacturing
- Honda of America
- Toyota
- Volvo Group North America

ELECTRONICS

- Bose Corp.
- Eaton
- TE Connectivity
- Tosoh Quartz

FOOD & BEVERAGE

- American Italian Pasta Company
- Del Monte Foods
- J.R. Simplot Company
- Nestle

GENERAL SHOP

- Arwood Machine Corp.
- EJ Basler
- Nook Industries
- Simpson Manufacturing

HEAVY EQUIPMENT

- Caterpillar
- Deere & Company
- Rosenboom Machine & Tool
- Thrustmaster of Texas

INDUSTRIAL DISTRIBUTOR

- Fastenal
- McMaster-Carr Supply
- MSC Industrial Direct
- W.W. Grainger

MACHINING, TOOLING & EQUIPMENT

- Kennametal
- Lincoln Electric
- Mazak
- STIHL

MEDICAL DEVICE

- Medtronic
- Smith and Nephew
- Stryker
- Varian Medical Systems

OIL, GAS & ENERGY

- Flowserve US
- General Electric
- National Oilwell Varco
- Schlumberger

PLASTICS

- Asahi Kasei Plastics
- Cope Plastics
- Husky Injection Molding Systems
- Poppelmann Plastics

A person with dark hair, wearing safety glasses and a blue short-sleeved shirt, is shown in profile, working at a computer workstation in a factory or industrial setting. The background is blurred, showing various pieces of equipment and a clean, well-lit environment. A large, semi-transparent blue banner is overlaid across the middle of the image, containing the text "WHY TOOLING U-SME?". The banner has a white background on the right side, creating a geometric shape. The overall image conveys a professional and industrial atmosphere.

WHY TOOLING U-SME?

ACCELERATE METHODOLOGY

Your business. Your goals. Your solution.

Tooling U-SME developed the Accelerate Methodology, a proven proprietary approach that aligns training solutions to meet business objectives and reach performance goals.

It starts with identifying specific market conditions to fuel a focused analysis of needs. That drives the design of a complete program, a detailed implementation plan, and the follow-through of evaluation and support to assure positive, documented results and outcomes. Every step is guided by knowledgeable sales, service and client support staff.

**WHAT IS OUR
ACCELERATE
METHODOLOGY?**

LEARNING SERVICES

MARKET CONDITIONS

*What keeps you up at night?
What are the market conditions you're facing?
From the start, we're focused on you,
your challenges, your goals, your results.*

CLIENT SUPPORT



IT ALL STARTS WITH YOU



CORPORATE CONDITIONS

- Skills gap
- Quality, scrap and rework
- Productivity
- Compliance and safety
- New technologies
- Aging workforce



EDUCATION CONDITIONS

- Student engagement
- Lab and hands-on time
- NIMS, MSSC and AWS pass rates
- Industry alignment
- Program best practices



LET US HELP YOU



Rely on our experts in manufacturing and educational design to guide you through the process.

MARKET CONDITIONS

METHODOLOGY & SOLUTIONS

STEP 1

Tooling U-SME's proprietary, comprehensive approach provides tailored training solutions that drive the measurable difference your organization seeks.



ANALYSIS

Tooling U-SME's breadth and depth of knowledge uncovers root causes and opportunities through analysis of:

- Business goals and objectives
- Benchmarking
- Data collection
- Sponsor, champion and user interviews
- Current training programs
- Job tasks



METHODOLOGY & SOLUTIONS

STEP 2



DESIGN

We create a start-to-finish plan aligned to specific, identified needs.

- Competency modeling
- Curriculum design
- Business metrics
- Communication methods
- Custom content development
- Project timelines
- Training scheduling
- Reports

METHODOLOGY & SOLUTIONS

STEP 3



IMPLEMENTATION

*The logistics to
a winning launch*

- Execute communication plan
- Launch “Train the Trainer”
- Initiate on-the-job training (OJT)
- Develop content
- Configure learning management system (LMS)
- Conduct roll-out sessions
- Integrate LMS
- Set up facilities

METHODOLOGY & SOLUTIONS

STEP 4



EVALUATION & SUPPORT

Ongoing follow-through for on-track results

- Success management
- Progress to plan
- Reporting
- Ongoing communication
- Check plan, adjust
- Evaluation
- Employee feedback
- Knowledge transfer
- Knowledge application
- Business impact
- Return on investment

RESULTS & OUTCOMES



RESULTS & OUTCOMES

Hundreds of organizations and thousands of individuals have seen success factors like these. Challenges are transformed to success stories.

- Dramatic increases in productivity, quality and safety
- Cost reductions
- Higher-skilled workers
- Employee satisfaction
- Employee retention
- Better way of life

*Client-Specific Teams
Assure Ongoing Success*



WORK WITH EXPERT ADVISORS

Many organizations seeking an advanced-level partnership engage with us for learning and development programs or projects.

Tooling U-SME has expertise in organizational development, instructional design, and manufacturing training program management. We work on-site with a company's human resources, management and front-line team members in a variety of capacities.

WORKFORCE PERFORMANCE ASSESSMENT

Gauge the organization's status and ability to meet the challenges of maintaining a skilled workforce.

DESIGN AND BUILD COMPETENCIES

Systematically define training development competencies, knowledge and skills to precisely align programs for performance results.

CUSTOM CONTENT DESIGN

Develop and create proprietary content for your organization, including online classes, OJT, instructor-led training and work instructions.

STANDARDIZING OJT PROGRAMS

Boost training effectiveness by enhancing the internal training team's skills and knowledge.

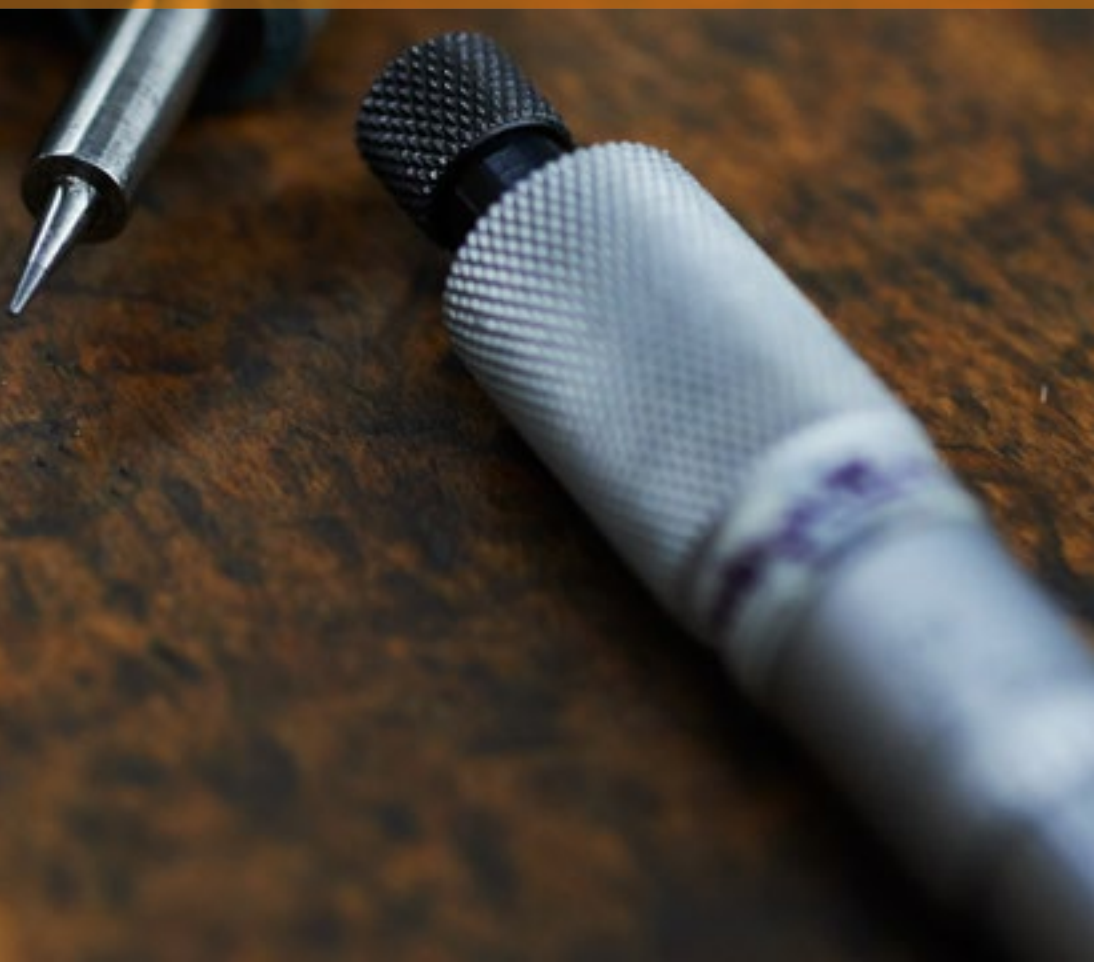
JOB QUALIFICATION STANDARDS

Establish requirements necessary to assure work is performed accurately and safely.

CONSULTING

Seasoned experts are ready to take on the most challenging issues and/or single projects.

LEARNING SERVICES.



TRAINING PRODUCTS & CERTIFICATIONS.



PROVEN TOOLS FOR SUCCESS

*We know manufacturing.
We're experts in education.*

Together, that's the unmatched foundation in training products that deliver real-world results. In every area of manufacturing, we've developed curriculum that's proven effective in innumerable organizations. All deliverable in the format that meets your needs.

THE POWER OF ALIGNED LEARNING

That's our commitment.

Our assessments will help develop a clear, unbiased picture of your workforce's knowledge level so employees can study targeted courses in a self-paced learning environment.

ONLINE CLASSES

More than 500 classes, covering the competencies you require and measuring results.

DIGITAL BOOKS AND VIDEO

Over 30,000 resources, developed by knowledgeable, experienced professionals, available online 24/7.

CUSTOM CONTENT

For proprietary needs, upload pre-developed content using our template, or access our expert design staff and content development resources for custom development.

INSTRUCTOR-LED TRAINING

Face-to-face, web-based or on-demand options for engaging, interactive sessions.

LEAN CERTIFICATION

We offer Bronze, Silver and Gold levels of the certification that set the standards for operational excellence and workforce improvement.

Our Lean Certification partners include ASQ, AME, SME and Shingo Institute.

CERTIFIED MANUFACTURING TECHNOLOGIST

Entry-level program for new manufacturing engineers and experienced manufacturers without other credentials.

CERTIFIED MANUFACTURING ENGINEER


For those with advanced manufacturing engineering experience.

EDUCATION AND COMMUNITY INVOLVEMENT

*More than 600 community colleges
and high schools are Tooling U-SME
customers.*

Tooling U-SME is deeply involved in manufacturing the workforce of tomorrow. We partner with educational institutions, training centers and workforce development agencies across the country.

What's that mean to you? Today, it means we can guide and help link you with institutions and organizations experienced in workforce development, government grants, apprenticeships and other programs. In the future, it means a stronger workforce for manufacturing.





**CONNECTIONS
AT WORK.**

A composite image featuring a man in safety glasses looking through a microscope in the upper half, and a man in a blue plaid shirt holding a small object under a microscope in the lower half. A green banner with the text "CONNECTIONS AT WORK." is overlaid across the center.

A photograph of two men in a workshop or industrial setting. Both men are wearing safety glasses and dark blue work shirts. The man on the left is wearing white and blue work gloves and is holding a clear plastic cup. They are both looking down at the cup with focused expressions. The background shows a white wall with some pipes. The image is overlaid with a large orange banner that contains the text 'PARTNERED APPROACH.' in white, bold, sans-serif font. There are also some orange geometric shapes in the bottom right corner of the image.

**PARTNERED
APPROACH.**

A PARTNER IN YOUR SUCCESS

*Assessment. Strategy. Development.
Results.*

When you partner with Tooling U-SME, the leader in manufacturing training solutions, you get certified, best-practice-based learning and development programs designed to support your specific workforce initiatives.

For more than 80 years, we've helped thousands of companies like yours identify training goals, impart critical knowledge to employees, and convert that knowledge into measurable skills development for your employees—results that positively affect your business performance and ultimately your bottom line.

The image features a collection of metal drill bits of various sizes, some standing upright and others inserted into a perforated metal plate. The background is a dark, blurred industrial setting. A blue geometric shape is overlaid on the right side of the image, and a white text box is centered over the middle. The text reads:

**LET'S TALK
ABOUT RESULTS.**

YOUR RESULTS

*You've seen what Tooling U-SME can do.
Now let's talk about what we can do for you.*

Visit our website to find out more. See case studies, explore courses, download resources.

Then start the conversation that changes everything. We'll help you identify training goals with business impact. Link knowledge and job performance. Create programs to build worker competence, engagement and retentions. And help you manage, measure and drive success.

Visit toolingu.com. Call us at 216.706.6600, toll-free at 866.706.8665. Or email info@toolingu.com.

In every interaction with Tooling U-SME, it is clear to me that it is a mission-driven organization. Your staff has a seriousness of purpose and they follow through on what they say.

Tooling U-SME Customer

**LET'S CONNECT &
CHANGE LIVES.**

THE FUTURE OF YOUR MANUFACTURING STARTS NOW

Team up with us for a better tomorrow.

We understand that progress occurs when you invest in technology and people. By expanding the capabilities of today's and tomorrow's workforce, we can help you build your business, drive meaningful economic growth and change lives.

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