

# ACCELERATE YOUR TRAINING TO ACHIEVE HIGH PERFORMANCE

We are learning and development consultants with expertise in manufacturing, focused on helping you reach your goals



# ROBUST TRAINING ALIGNED TO YOUR BUSINESS GOALS

Today's manufacturers are being challenged to do more with less. Many organizations struggle with meeting productivity demands with a workforce that lacks the right skills or mismatched skills for their job roles. Step up to the challenge by investing in a learning and development program that is more than a task to be checked off the list: Commit to business-centric learning and development that can transform your organization and deliver faster time to performance, improved quality and productivity, increased employee satisfaction and retention, and more.

The Tooling U-SME Learning Services team will work side by side with your experts to develop a customized learning and development program that builds your workers' knowledge and skill needs, strategically designed to meet your business goals. Whether you're looking for a strong onboarding program, unbiased qualifications, standardized on-the-job training, or an ongoing assessment of workforce capabilities, we help you build an agile, high-performing and sustainable workforce by applying best practices in developing and qualifying workers through a fair system of measurement and validation.



# BLENDED TRAINING FOR MAXIMUM EFFECTIVENESS

Tooling U-SME is a firm believer in a worker qualification framework to develop and assess a worker's competency that verifies that your workers are performing safely and to the standards of the job. For each job within the organization, a tailored development plan is created to train and assess your workers in the critical knowledge and skills prior to releasing them to their on-the-job-training (OJT). This includes strong onboarding, role-based learning, and critical skill development needed on the job. Then, a structured approach to OJT quickly qualifies workers for assigned job duties. The proper mix of training methodologies will rapidly develop workers so they can meet the performance expectations of their job.

# A GOAL-FOCUSED PARTNERED APPROACH

The difference in our approach is the dedicated time we spend with your team leaders and staff onsite at your facility. We observe and analyze your workforce to identify the gaps that are preventing you from reaching maximum performance.

Our team members are experts in managing, designing, developing, and delivering effective training programs. We work side by side your team as your partner focused on mutual goals.

Candidate for Qualification

Knowledge & Skills Training & Evaluation



OJT Standard Work Training & Evaluation



Job Qualification Standard (JQS) Evaluation



Work Qualification



OJT Trainer Credentialing

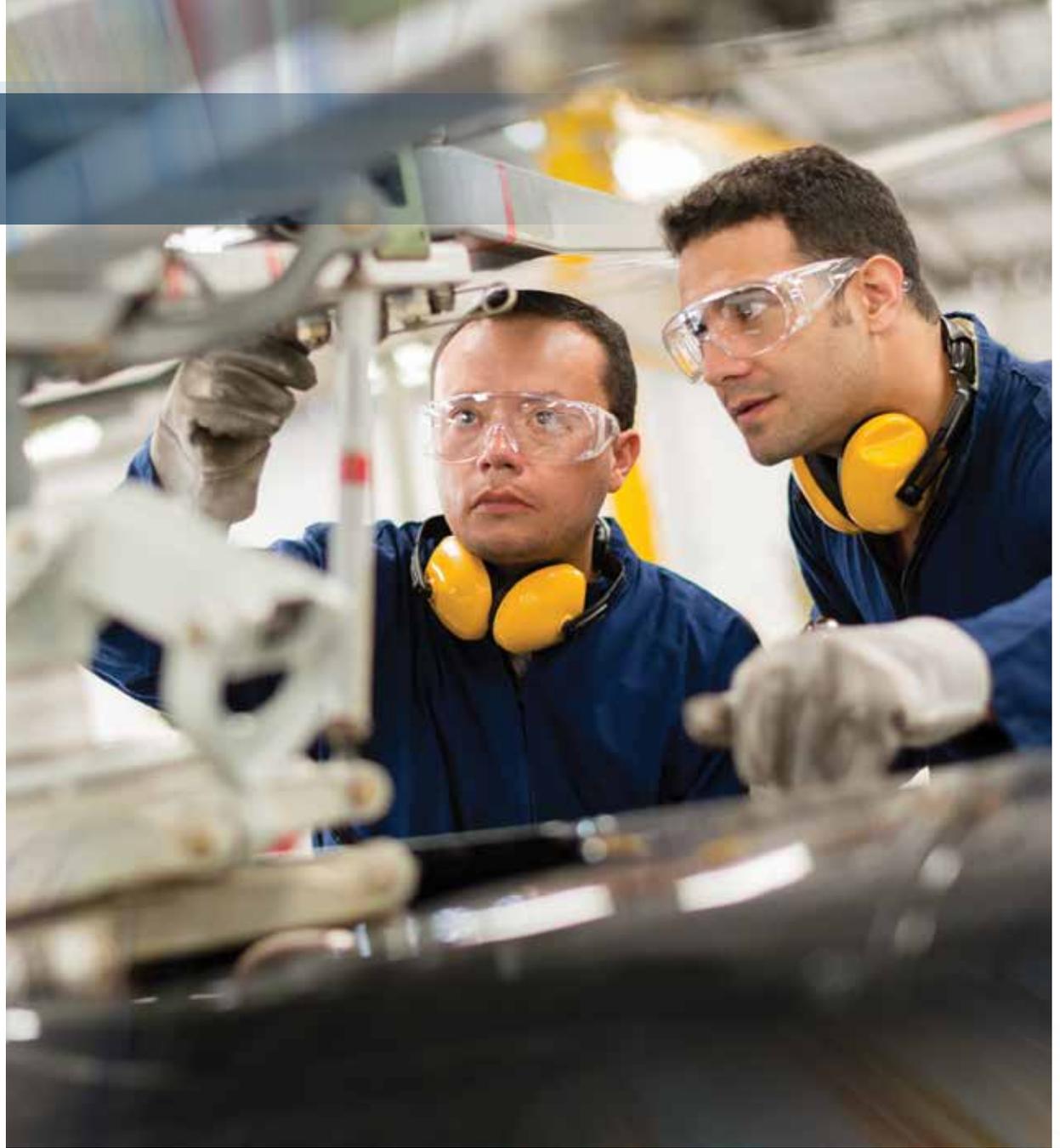
# OUR CAPABILITIES

## JOB DEFINITION

**Identify the job roles in your organization, understand crossover between roles, and create career pathways.**

Working with your high-performing subject matter experts, we analyze each job role and identify the knowledge and skills (competencies) needed for success. We create a job profile that summarizes the accountabilities and qualifications needed for the job role at a determined performance level. Profiles can be compared, allowing programs to be created for cross-training or career development opportunities.





## STANDARDIZED ON-THE-JOB TRAINING

**Transfer organizational knowledge and skills from your most experienced workers and structure on-the-floor learning through a sustainable and measurable program.**

A Standardized On-the-Job Training (SOJT) program teaches the worker their role-specific and task-driven standard work. SOJT should consist of sequenced hands-on learning activities that will prepare workers for success during their end-of-training evaluation. Our team can partner with your technical subject matter experts to extract and institutionalize the “whys” behind the steps, and develop standardized OJT documentation and tools to ensure consistent delivery of training among different trainers and mentors.

# OUR CAPABILITIES

## ASSESSMENTS

**Measure the knowledge and skills of individual workers and better understand the capabilities of your workforce.**

We build custom assessments to measure capability of workers in current or desired roles or competencies. Our assessment development team partners with your technical subject matter experts to design a blueprint that outlines the objectives that most need measurement. Assessment items are custom-written and piloted to verify that a reliable and dependable assessment has been developed to meet your specific needs.



## WORKFORCE ANALYSIS AND ADVISORY SUPPORT

**Design and implement a learning and development program or build upon your existing program.**

We analyze your current capability for a learning and development program or benchmark your current program against best practices. Through this analysis, we identify risks, gaps and recommendations for short-term and long-term goals. We provide all levels of consultation to assist in any phase of your program, from development to implementation.

Contact us today and find out how our team can build a learning and development program that delivers faster time to performance, improved quality and productivity, and increased employee satisfaction and retention.





# WHY TOOLING U-SME?

- The leader in manufacturing training solutions
- Proven solutions for corporate, education, and government organizations
- A single partner who can assemble the resources necessary to support your initiatives
- Nearly 90 years of experience in providing learning services, assessment programs, and professional certifications
- Hundreds of thousands of individuals, over 5,000 companies, and 550 educational institutions throughout the global manufacturing community rely upon Tooling U-SME