

WORKFORCE ANALYSIS AND ADVISORY SUPPORT

Align your learning and development program with industry best practices

Organizational Needs Analysis (ONA)

Do you need a standardized training program but aren't sure where to start?

Our team will provide an onsite review of your current learning and development program and guide you to the ideal program that will improve your bottom line. With decades of experience in manufacturing training best practices, we will identify your workforce challenges and make recommendations that will add the most value. Typically, an Organizational Needs Analysis (ONA) is scheduled over several days, including interviews and focus groups among cross-sections of your business. The resulting report identifies the current culture of performance and how existing training practices, or lack of, are impacting the business. We will identify potential risks and obstacles, along with recommended mitigation techniques. Finally, our team will provide recommendations on short-term and long-term strategies, resource estimations, and timelines. This report provides a proven methodology for developing a results-focused learning and development program.

Training Audit and Validation (TAV)

Do you want to benchmark your training program against best practices in manufacturing learning and development?

Our team will perform a Training Audit and Validation (TAV) study to determine whether your organization's existing training and development program aligns to best practices in learning and development programs, in terms of culture, risk management, control, and governance processes. This benchmark will also ensure that the development program risks are appropriately identified and managed and confirm compliance with such requirements as policies, plan and procedures.

The audit will focus on six Common Criteria and Quality Indicators for Learning and Development Programs. These criteria, along with corresponding quality indicators, provide guidance and direction for establishing, maintaining, and evaluating quality training and development programs:

- Standard 1: Policies and Procedures
- Standard 2: Job Definition (Worker and Work)
- Standard 3: Curriculum (Alignment and Articulation)
- Standard 4: Quality of Instruction
- Standard 5: Assessment and Validation
- Standard 6: Training Infrastructure, Environment, and Acceptance

The Training Audit and Validation Report includes a fully scored comparison of how your organization matches up against best practices and provides a view of how you stand against other manufacturing organizations. This report becomes a valuable resource in providing data and needs as leadership determines strategic learning and development action plans.



Learning and Development Consultation

Tooling U-SME provides all levels of consultation to assist in any phase of your training program. From facilitating planning sessions to ensuring your content is instructionally sound, our team is a support resource for your organization. Our experience in competency-based development programs is unmatched, and we bring our expertise to manufacturing organizations of all sizes.

Thought Leadership Facilitation

If you need a speaker or facilitator for an event, our experts are available to share best practices in learning and development during private meetings, conferences, and virtual collaborations. Topics can include general best practices, the manufacturing 4.0 workforce, standardizing your on-the-job training program, the cross-generational workforce, strategic onboarding and cross-training, getting a return on investment for your training program, and more.



TRAINING THAT DELIVERS ROI

Tooling U-SME's Workforce Analysis and Advisory Support service provides:

- A business case for training a workforce
- Strategies for minimizing risks and ensuring program success
- Benchmark of your program against best practices

Common deliverables include:

- Organizational Needs Analysis (ONA)
- Training Audit and Validation (TAV)
- General learning and development consultation

Positive business impacts:

- Positive return on investment on a learning and development program