

First-rate training turns an energy manufacturer into a true learning organization.

“Tooling U-SME training contributes to the overall success of reducing scrap, while increasing productivity and on-time delivery. And employees appreciate that we’re investing in them. It’s a win-win.”

– Vice president, education services

Challenge

- A worldwide manufacturer for the energy industry needed to expand on its Tooling U-SME pilot training program to fill growing workforce demands
- Needed to develop and standardize a global training program and career path for new hires and incumbent workforce
- Company was limited in its ability to provide training on a global scale because of its limited access to computers
- Difficulty finding new employees with the needed skill levels
- Limited curriculums for specific positions

Solution

- Blended Tooling U-SME online and instructor-led training with the company’s hands-on training, including assessments
- Made entire Tooling U-SME course catalog available to all employees, anytime and anywhere, and built computer labs onsite
- Integrated Tooling U-SME online and instructor-led training with the company’s Learning Management System
- Developed comprehensive succession plans that enabled the company to hire lower-skilled people with the plan to advance them to the skill level needed through training
- Developed curriculums for specific positions and competency requirements
- Paid employees for time spent in training outside of their normal hours

Results

- Transformed the company into a true learning organization
- Shifted from a micro to macrosystem perspective
- Built training models around performance goals
- Cut onboarding time in half for new employees
- New hires are efficient and productive faster
- Competencies created for each job and employees now have defined career paths

