

Customized training addresses skills gap and improves factory dynamics for a leading power company

“We finally have much-needed, standardized technical training that can be accessed by all employees, regardless of what industrial business they are in.”

- Global supply chain learning

Challenge

- Lack of consistent, standardized training accessible to employees across the globe
- Large skills gaps across the company’s various business units
- Limited availability of introductory technical training
- Changing workforce – veterans are retiring and inexperienced staff is coming in
- Weak onboarding program for new technical employees

Solution

- Developed standardized technical training that employees of all the company’s industrial businesses can access
- Mapped Tooling U-SME classes to six supply chain domains: sourcing, manufacturing engineering, shop operations, materials, quality, and environmental health and safety
- Created a bundled set of manufacturing essentials courses for workers in new technical roles
- Integrated Tooling U-SME training solutions into training catalogs and mapped them to domain learning solution documents

Results

- A standard training catalog that the entire company can leverage
- Able to address competency gaps
- Increased unification of the company’s various industrial businesses via training partnerships
- Clear career paths for employees

