

Global tool manufacturer partners with Tooling U-SME for blended learning program, featuring online training, certification, and instructor-led training

“You don’t need to grind your own wheat to make flour. That’s really where excellent providers like Tooling U-SME come in. If you want premium content, you don’t have to build it yourself.”

— Global Training Manager

Challenges

- Missing internal training content
- Widening learning gap
- Managing five languages across the enterprise
- Increasing range of skill sets needed across the manufacturing spectrum
- Lacking integration between skills training, human resource information system (HRIS) and enterprise resource planning (ERP) system

Solutions

- Partnered with Tooling U-SME—a self-sustaining learning management system (LMS)—for instructors, premium content, delivery modes and tools
- Developed four custom fundamental learning modes: computer-based training, hands-on experience, workshop content and individual responsibility
- Standardized and connected content structure and delivery modes
- Identified performance skills, specific skills gaps and resulting training needs
- Defined appropriate training resources
- Established leadership support for training initiatives

Results

- Within 18 months, on track to see:
- More machine uptime
- Less employee turnover
- Improved internal fill rate
- Lower total training costs

