

Carbide tools manufacturer strengthens workforce with integrated and updated culture of learning.

Tooling U-SME is very good at working with you to ensure the training meets your needs. For us, it was an excellent fit.

Challenge

- Uphold company-wide employee development goals of 50 hours of training per employee without detracting from productivity
- Large skills gap between older employees and new technologies
- Ensuring consistent training across all locations as well as with remote employees
- Continue to create corporate culture that values continuing education

Solution

- Work closely with established in-house development team to support training initiatives
- Developed specific online training program that employees in all locations could access, any time
Created in-house computer lab that allowed employees to train during down time
- Created a structure for advancement that requires successful completion of courses in order to be considered for higher level positions
Developed class groups with a required set of courses for new job opportunities

Results

- Eliminated associates' time away from their station which increased productivity
- Improved employee participation in training and development
- Decreased gap between older employees and new technologies
- Increased emphasis on employee advancement

