

Tracking of incentive program decreased time for employees to reach higher levels of competency

“A big benefit of Tooling U-SME training is the LMS. It has been very advantageous for helping us providing accurate records for ISO inquiries.”

— Training Coordinator

Challenge

- This hydraulics plant needed to address its expanding skills gap and workforce shortage
- Aging employee base – 50 highly skilled people retired over a two-year period
- Extremely high skill level required for precision machining and grinding with older, less exacting equipment.
- Finding people with the right skills in a very competitive geographic area

Solution

- Developed competency-based apprenticeship programs using Tooling U-SME for required coursework and testing
- Offered required and optional coursework according to position
- Provided open access to employees for ongoing development
- Created incentive – 2% of quarterly income bonus for employees that complete 12 courses in that quarter, on their own time with a competency score of 75% or higher

Results

- Testing and competency-based programs are effective for proving new skills
- Incentive program has been successful in bringing more employees into training
- The Tooling U-SME tracking and reporting has been advantageous for providing accurate records for ISO inquiries
- Tooling apprenticeship program enables employees to accelerate through a four-year program in as little as one year

