

# Vacancies filled by training inexperienced new hires

“There’s nothing comparable to the classes Tooling U-SME offers.”

— HR Manager

## Challenge

- Growing skills gap with veteran employees retiring
- Lack of cross-training
- Current training model strains productivity by taking employees off the floor
- Onboarding takes too long, even more congestion caused by sharp increase in new hires

## Solution

- Partnered with Tooling U-SME to create a proactive training solution - what will employees need in the future?
- Integrated new hire training into the onboarding process
- Blended instructional training with hands-on learning

## Results

- Improved onboarding process, less time to get new hires on the floor
- Shift in learning culture - more buy-in at all levels of the company
- Able to hire employees with little-to-no experience and train them on-site
- Increased productivity with additional employees

