



Manufacturers Alliance
Sharing Education & Resources Peer to Peer

EDUCATIONAL SEMINAR

TRAINING YOUR TRAINERS

1

SEMINAR SPEAKER



Jessica Lyons
HR Manager

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Transforming Training

Jessica Lyons
Director of Human Resources



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Celebrating 30 Years

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Award-Winning Manufacturer

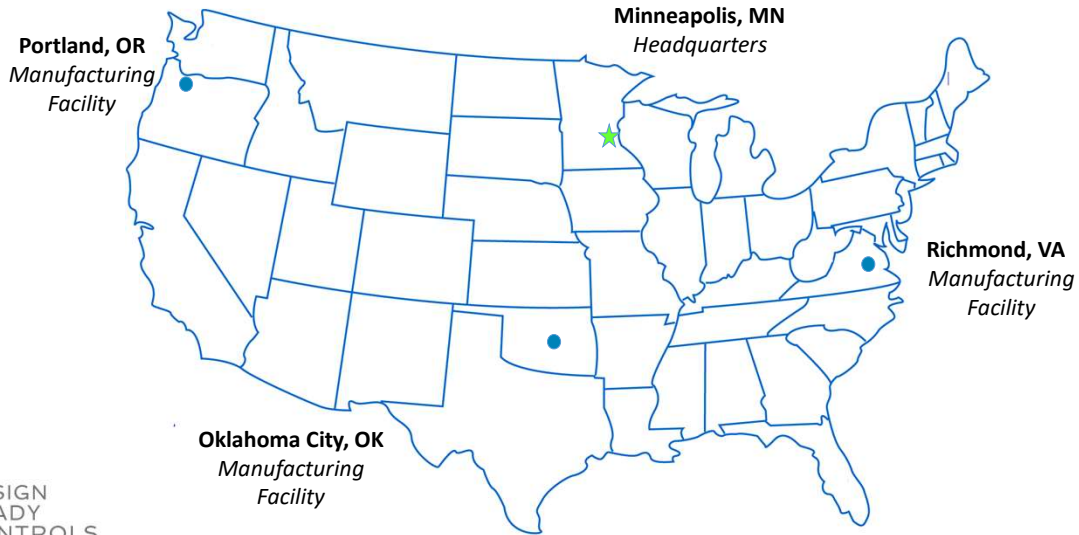
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All our facilities are ISO 9001:2015 registered.

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Strategically Located



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Our Focus

UL508A and UL698A Certified Products

- Industrial Control Panels
- Wiring Harnesses
- Low Voltage Control Panels
- Medium Voltage Control Panels
- Enclosed drive packages



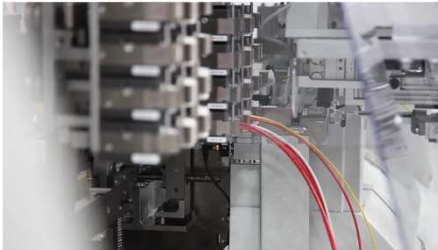
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How We Work

Our data-driven processes and advanced production facilities provide **measurable benefits**



Komax Wire Processing Machine



Perforex Machine Tools

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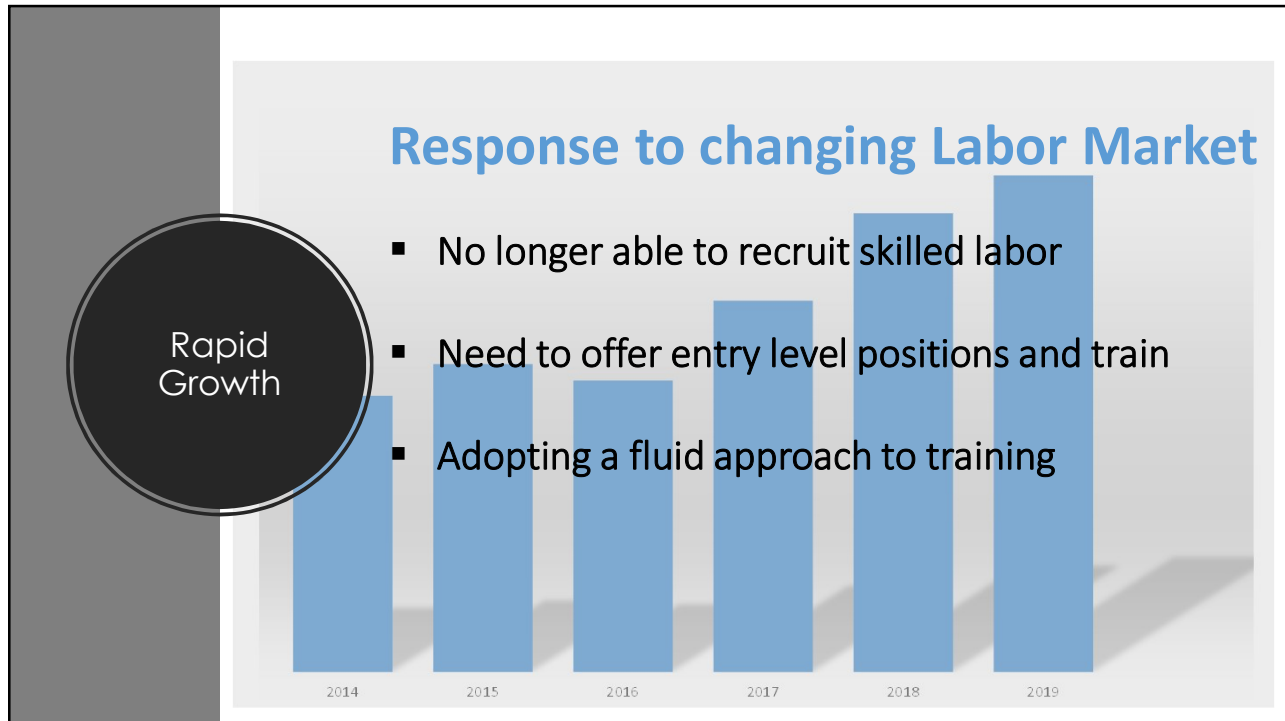
Topic

Workforce Training Program

Adaptations and improvements the organization has made to the manufacturing training program to adapt to the current labor market and the rapid growth of the organization.



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Runaway Bus

5 Years Ago

Unstructured

One-man show

Controlled chaos

Free-for-all

Winging it

On a road trip without a clear destination/end point

- No standardized training approach
- No identified learning outcomes
- No checklists
- No comprehension checks

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Year 1: Exploring

- ✓ What is working
- ✓ What needs tweaking
- ✓ What needs to be changed
- ✓ What is missing



Year 2: Launching

- ✓ Earn departmental buy-in
- ✓ Flip the focus of Dojo Training
(Product-based to skill-based training)
- ✓ Formalize Peer Mentor Trainer relationship
- ✓ Collaborate with Engineering
(and other SMEs)



Year 3: Revising

- ✓ Standardize Training
- ✓ Expand Dojo Training
(ALL skills)
- ✓ Improve Training efficiency
- ✓ Introduce Career Development



Support Structure



Corp Prod Trainer

Develop/Revise Materials
Classroom Content Delivery
Coordinate/Deliver Industrial
Truck Training
Torque Training
Provide one-off and one-on-one
training (as needed)



Prod Trainers

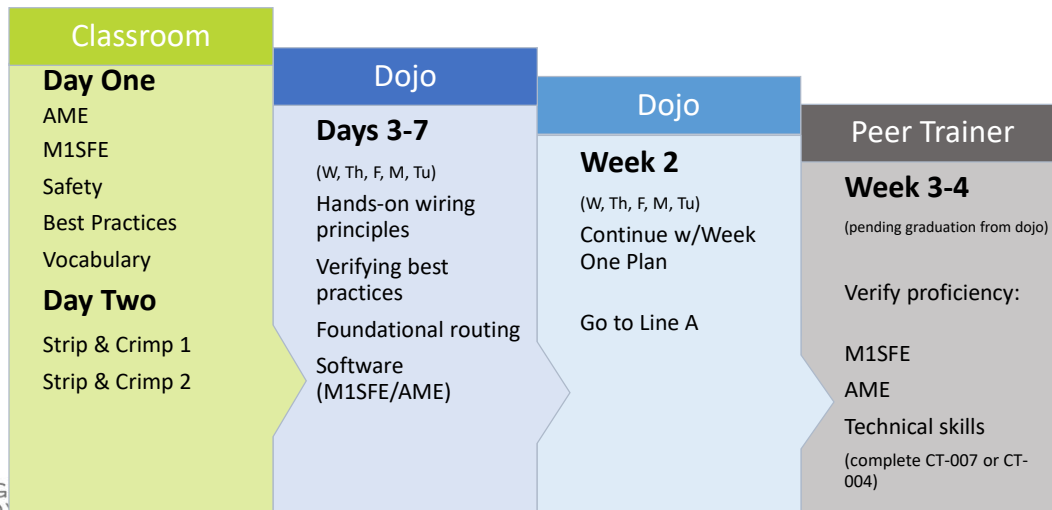
Dojo Training
Manage CT records and Trainee
progress
Provide one-off and one-on-one
training (as needed)
Torque Training
Classroom Content Delivery (as
needed)



Peer Trainers

Complete Technical Training
Verify proficiencies for software,
best practices, safety, etc.
Provide one-off and one-on-one
technical training (as needed)

Power Wirer (HVW) | Point-to-Point (LVW)



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Communication Support

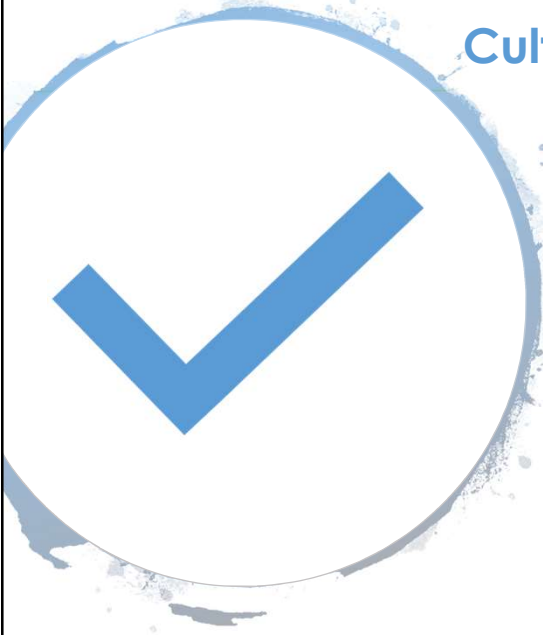
Supervisors

Peer Trainers

Weekly Meetings

Progress Reports


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Culture & Engagement in Training


- Onboarding Lunches
- Weekly Progress Reports
- Movement Lab/Ergonomic Introduction
- Relatable Trained Trainers


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- 

25 in progress toward degrees (Masters, Bachelors, Associates)
- 

13 employee promotions (office & production)
- 

22 employees completed (ARET on-site classes)
- 

Reduced Turnover

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Lessons Learned

- Review, Revise, Retrain
- Capturing “Tribal Knowledge”
- Scripted Training – sending the same message
- Understanding Personalities
- Addressing different learning styles



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Thank You!



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