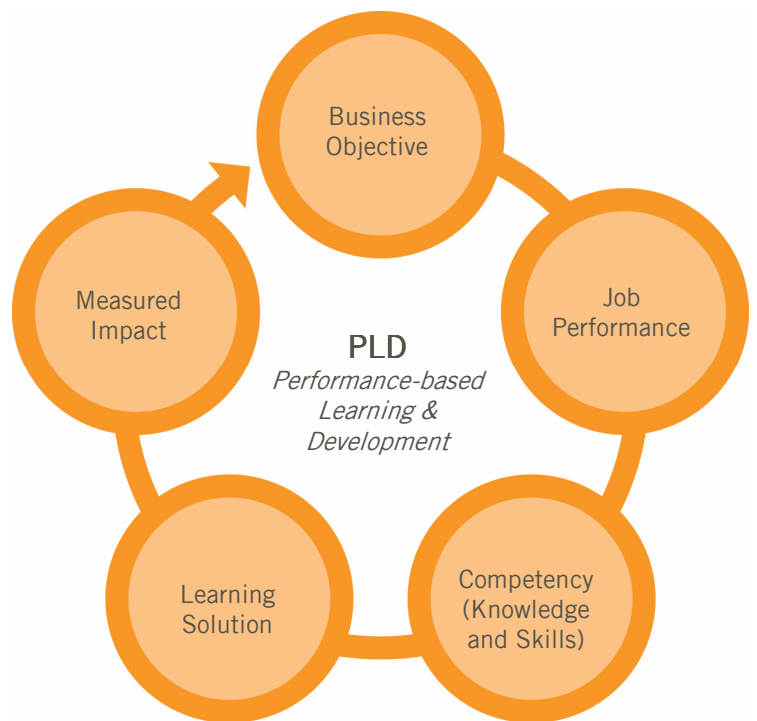


Learning Services

Expert advice tying training to performance for measurable results

The key to shaping employee performance that delivers desired results involves five best practices that Tooling U-SME has applied to our Performance-based Learning and Development (PLD) methodology. Many clients choose to have Learning Service advisors, who are skilled in workforce development best practices, partner with them to create the framework for their learning and development plan. Working on-site with a client's human resources, management and front-line workforce, they develop the first three steps that form a workforce development program that meets business needs.



Needs Analysis

Business objectives that align training with company value

This step sets numeric or business-centric goals that show the value of training toward production and measures how the program will impact the greater organization.

Job Analysis

Real-world understanding of the specific knowledge and skills for the work

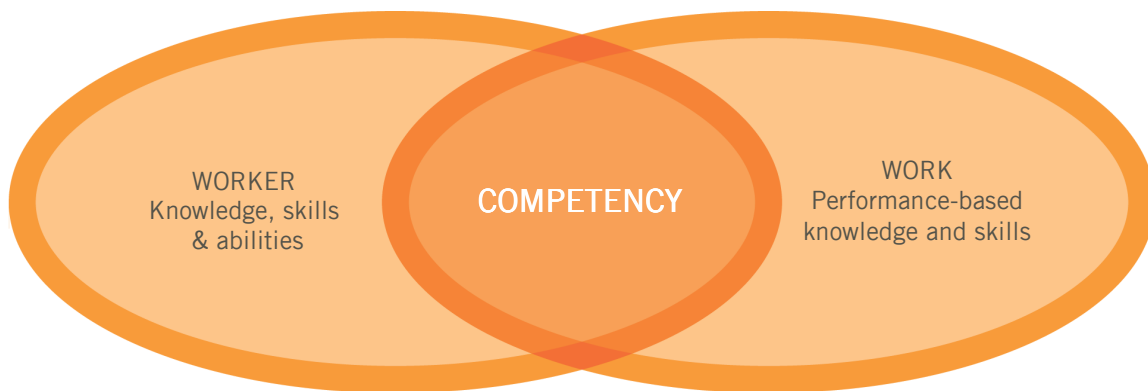
A thorough and precise job analysis is the key to defining competencies that drive a training plan. To accomplish it, Learning Service advisors spend time on site with employees at all levels to understand two key areas. First, they identify the knowledge, skills and abilities an individual needs to perform the job. Then, they examine the day-to-day tasks that need to be performed on the job, observing how the body of knowledge is applied on the shop floor.

How does this lay the groundwork for better training results? A lathe machinist has the same body of knowledge across an organization or many organizations. However, the job assignments within a production cell can be very different. Only with this comprehensive job analysis can you accurately answer the real-world questions that inform training: What must the technicians do differently to work smarter? What specific behaviors will bring about the desired performance? Are there missing elements in knowledge, resources and expectations?

Competency Modeling

What's needed for your workforce in your company?

With a more thorough, targeted and detailed job qualification analysis, Learning Service advisors are able to develop precise competency models. These serve as the basis for standards that specify the level of knowledge, skills, and abilities needed for success, as well as defining measurement criteria for employee evaluation.



Learning Solution

A plan accurately aligned with your competency needs

Based on the competency requirements, Learning Service advisors provide the implementation team with the blueprint to develop a complete, blended learning plan that includes e-learning, instructor-led training, standardized On-the-Job Training and other elements.

Measured Impact

Competencies that deliver on business objectives

Because the training programs are tied to business goals, Tooling U-SME can evaluate program success based on those expectations and make the necessary adjustments through continuous improvement techniques.