

Two practical approaches to training production employees

Training production employees has always been a challenge. With limited computer access, varying tenures, and COVID-19 restrictions—how can you train employees on the floor without impacting production times and work hours?

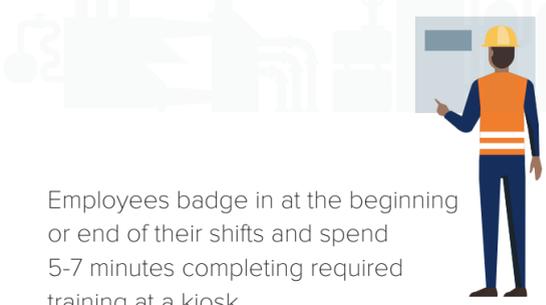
1 The strategy

Classroom training



A group of employees badge in and complete training together with an in-person facilitator who leads the learning and group discussion.

Microlearning training



Employees badge in at the beginning or end of their shifts and spend 5-7 minutes completing required training at a kiosk.

67% of production employees consider company values before making important decisions.*

2 Key benefits

Trust

In-person facilitation increases trust and puts a human face to compliance. Developing trust is critical to ensure incidents and concerns are raised without fear of retaliation.

Retention

By training in smaller increments, learners stay fresh and don't get overloaded information. An alert learner is a more engaged learner.

Discussion

Classroom training creates an opportunity for open dialogue where employees can ask questions and work through grey areas, stimulating valuable discussion across the group.

Efficiencies

Employees aren't being pulled off the floor to complete an intensive training session. There are fewer logistical challenges, and overall time spent in training is less concerning when broken out over time.

57% of production employees feel comfortable raising concerns to management.*

3 Tracking

Badges

eliminate manual facilitator tracking of attendance and completions.



Scanning

a badge at a kiosk eliminates technological login barriers and is all you need to track.



Hint

At the start of shifts, line managers can reinforce learnings with group discussion that encourages reflection and practical application.

4 Cost considerations

Travel

Flying your E&C team in to do on-site training can be costly—you are also pulling a group of employees off the floor, which can cause productivity to drop.



Time

While union and local laws sometimes prevent requiring "off duty" training, 5-minute trainings in-shift do not impact productivity in a meaningful way.



5 Convenience

While classroom training can be seen as "old school," it does offer many conveniences: it is a great option for employees with limited access to technology and requires less supervisor management and oversight of ongoing training.

E-learning is available on-demand and enables employees to fit required training courses into their workday without disrupting their day-to-day workflow.



The bottom line

While there are pros and cons to either approach, everyone can agree that reaching all employees with engaging E&C training—no matter where they sit within the organization—is integral to establishing an ethical culture in the workplace: in the office, on the floor, and beyond.

[Click here](#) to learn more about the state of culture in manufacturing.

*LRN Benchmark of Ethical Culture, October 2021