

TIME TO PRODUCTIVITY

a case study



WORKFORGE

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www.workforge.com



SETTING THE STAGE



Founded in 1965 in Delvan, Wisconsin, Swiss-Tech, L.L.C.'s 105 employees manufacture the highest quality of Swiss precision machined parts for critical applications in the aerospace, medical, defense and other high-end industrial sectors.

Swiss-Tech is ISO 9001, AS9100, ISO 13485 and ITAR certified in CNC-CAM, CNC Milling/Turning, Finish/Deburring/Polishing and Prototype Cell methods,

THE ISSUE

Inconsistent training from trainer to trainer was leaving new employees overwhelmed and confused. New hire development and time-to-productivity would take up to two months. This lack of standardized training content and method was causing decreased production volume, increasing machine downtime, increased material waste and decreased employee retention causing both a financial and operational impact to the organization.

DESIRED OUTCOMES

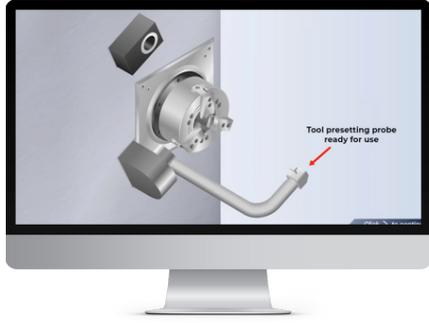
- Decrease employee time-to-productivity by implementing a consistently structured training process to effectively and efficiently train new employees.
- Increase production output while decreasing material waste and downtime.



"We created a core competency assessment to outline the skills needed to efficiently perform responsibilities and realized very quickly that we needed proper training and implementation."

**- Rachel Repinski
CNC Machinist Programmer Supervisor**

STEPS TO SUCCESS



Upon assessing and auditing Swiss Tech's talent development program and processes, Workforge supplied a library of online skills training modules as well as implementation and operations support. Pre-existing, shop-specific training modules and materials were merged with the Workforge content and launch from a singular platform with metrics tracking and record retention.

"The process didn't take a lot of effort to make it work and Workforge made it smooth and easy. They also continue to follow up and help us constantly improve and build onto our program."

REALIZED OUTCOMES

The new onboarding process now takes one week to complete through the Workforge content and platform. Upon completion, the hands-on machine training takes one to two weeks (depending on the individual). Swiss Tech is now able to hire someone with no prior machining knowledge and have them effectively operating machines in less than one month (including tool changes, offsets, and inspection).

This reduction in classroom onboarding and orientation has also resulted in a 62.5% cost savings as related to employee onboarding and orientation training expense.



62.5% Reduction in time & cost

BEFORE



AFTER



PRE-ADOPTION & IMPLEMENTATION

Starting pay: \$15/hr

Orientation & Training - 8 weeks x 40hrs/wk.

\$4,800 invested before the employee becomes a productive team member.

POST-ADOPTION & IMPLEMENTATION

Starting pay \$15/hr

Orientation & Training - 3 weeks x 40hrs/wk.

\$1,800 invested before the employee becomes a productive team member.

WORKFORGE

THE AUTHORITY ON TALENT DEVELOPMENT IN MANUFACTURING

LEARN



EXPLORE



CONTACT



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