

Engaging & Retaining Employees

with On-the-Job Training Technology

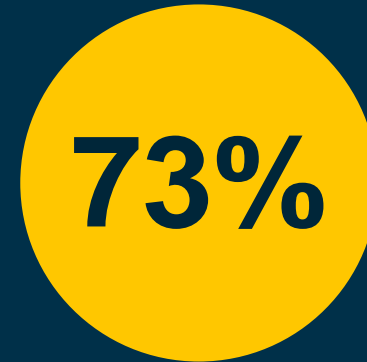
May 6, 2024



Did You Know?



Of manufacturers utilize
worker-to-worker OJT



of manufacturers utilize
supervisor-to-worker OJT

“Frontline Employee Training Methods and their Impact on Workforce Performance in Manufacturing,” 2024

Why On-the-Job Training?

- Increases employee motivation by **42%**
- Increases consistent application to protocols on the floor by **68%**
- Increases the likelihood your training program has a positive impact on employee retention by **97%**

“Frontline Employee Training Methods and their Impact on Workforce Performance in Manufacturing,” 2024



Why *not* On-the-Job Training?

- All OJT trainers are not created equal...
 - They can spread bad habits
 - Most are not qualified trainers
 - Information is inconsistent
- OJT takes top performers off the line, reducing productivity

“Frontline Employee Training Methods and their Impact on Workforce Performance in Manufacturing,” 2024

****The #1 reason employees don't follow established protocols on floor is “bad habits / prefer the old way.”***

So, how can you create an engaging OJT training program that consistently provides accurate job skills training and retains your workforce?

Introducing... Alchemy Playbook

Alchemy Playbook Overcomes Job-Specific Training Challenges



Absenteeism

“My line will be down if we don’t find a trained sorter RIGHT NOW!”



Onboarding

“We have 30 new hires a month. How on Earth do I deliver standardized job-specific training?”



Reference Materials

“We only do PM on this machine once a month. What are the steps again?”



Knowledge Transfer

“Joe retires next month after 30 years. How do we capture all his knowledge?”

Alchemy Playbook

Put the collective knowledge, skill, and expertise of employees in the palm of your hand...



**Create a
Course**



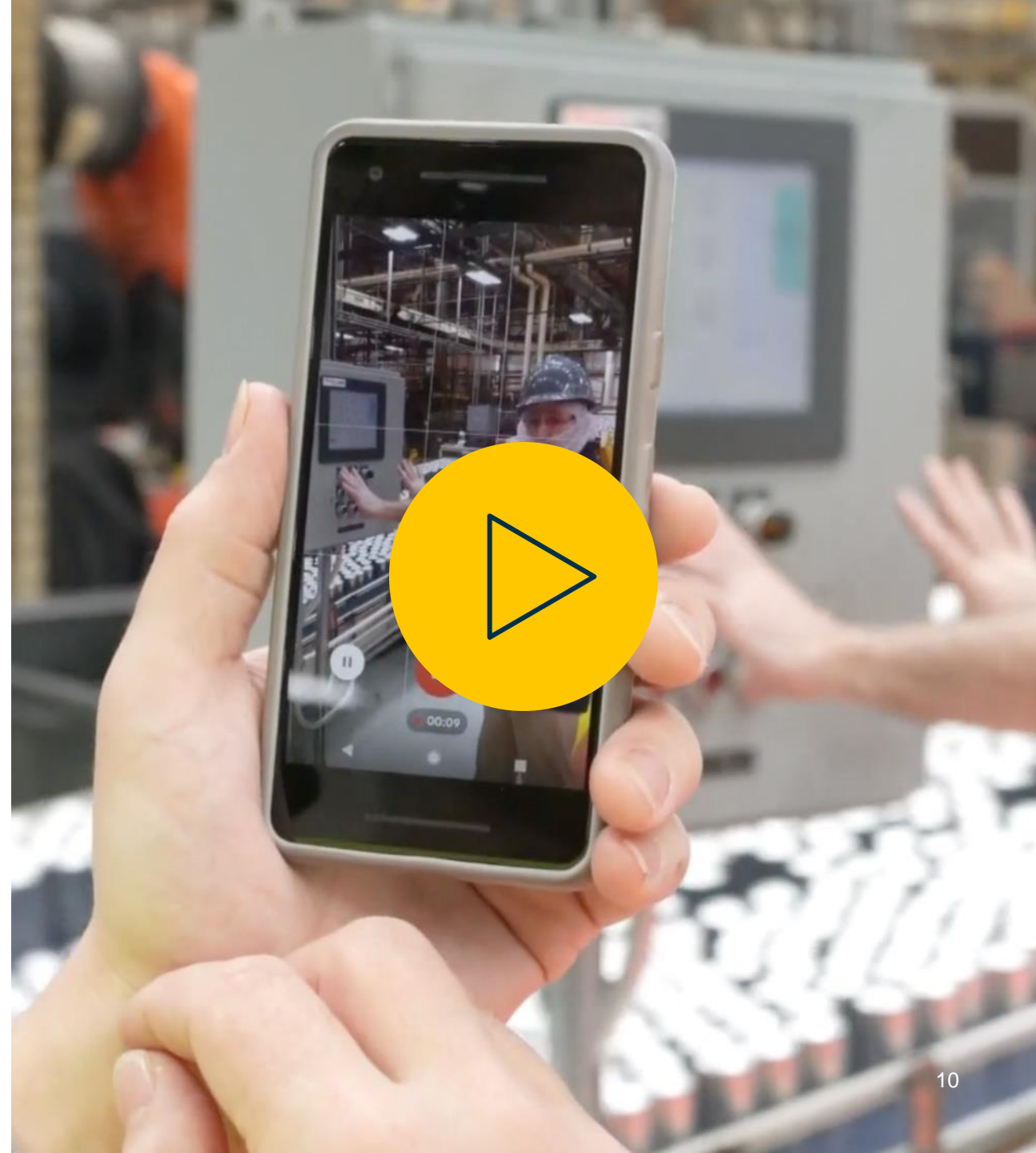
**Build a Job
Qualification**



**Train & Qualify
Users**

Alchemy Playbook – Lets take a look!

- **Works across all modern devices**
 - Tablets, phones, computers
 - Apple, Android, Windows 10
- **Offline/online capability**
 - Designed to work in facilities with spotty or no WiFi
 - Makes full use of a network connection if it's available





Why Alchemy Playbook?

Improve On-the-Job Training Effectiveness

- Ensure accurate information
- Provide job-specific content

Reduce Production Downtime

- Quickly reallocate qualified workers
- Fill training gaps on the floor

Grow & Retain Your Workforce

- Create developmental opportunities
- Increase employee engagement

Questions?



Visit us in booth #107