

WORKFORCE TRAINING SUCCESS STORY

The aerospace division
of a fortune 500 company

The Situation:

This aerospace manufacturer requires that all employees complete their training before they can handle product on the manufacturing floor. However, most new employees do not have a background in electronics. Given their steep learning curve and the need to get them on the manufacturing line as quickly as possible, the lead trainer needed an efficient, effective, and engaging learning solution that provided the fundamental knowledge and skills they required.

Actions Taken:

As an IPC Member, the lead trainer participated in discussions with IPC's education team to develop educational courses that meet industry needs. Her input, along with that of other industry experts, are critical to the development of IPC's education and certification programs. This group of industry subject matter experts (SMEs) and IPC learning professionals created the Electronics Assembly for Operators course. This training program covers the fundamental topics identified by the lead trainer and other industry SMEs. The course also allows instructors to easily integrate competency requirements specific to each manufacturer. The lead trainer's company and other organizations evaluated the new course as part of the beta-testing program designed to assess the effectiveness of each new IPC program before release.

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Results:

The organization was pleased with the final workforce training course. “This new course covers everything we need to teach our staff. Previously, it could take months to train employees so they could handle product, and I was always behind. It was very stressful, and this is such an improvement. Now my students can complete their training in days cutting our new hire training substantially.”

“I was excited about the time saved in training. When you multiply the time saving by the number of trainees, the savings are substantial.” Trainees are thriving with the curriculum change. “Everyone is happier” “Students want to build their knowledge and be continuous learners. Our previous training just caused stress and anxiety, even leading some staff members to quit their jobs. It is so much better now, and students are elated with the change. The new course came at just the right time and has exceeded our expectations.”

Saves 1.5 to 3 days per trainee

	Coursework	Company Specific Training Requirements	Hands-on Workmanship in Lab	Total
Existing program	2–3 days	0.5 days	0.5 days	4–5 days
Electronics Assembly Course	1.5 days	0.5 days	0.5 days	2.5–3 days

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Master IPC Trainer, Aerospace Manufacturer