

Fundamental Skills Training Centre Introduction

Client

Global Vehicle Manufacturer

Background & Challenge

Our client is one of the largest vehicle manufacturing organisations in the world with a number of different marques within its group. Although very productive, they recognised that within one of its brand's Assembly production facilities, they had production process issues to the point where they were beginning to affect quality and ergonomic safety.

After careful consideration and analysis, the client identified that a revolutionary training regime was needed as their current training programmes were not delivering the required results.

Solution

Due to our vast experience within the automotive industry, Spitfire Consultancy were requested to review our client's current training programmes and develop a series of training regimes that would meet their high quality demands and relieve the workforce's ergonomic safety issues.

Following a review of our client's quality and ergonomic safety Key Performance Indicators (KPIs), and meetings with the pilot and production managers, it was identified that the training needed to focus around a number of key areas ranging from battery gun usage to connecting electrical connectors.

Implementation

A small team was set up led by a Spitfire consultant comprising a Co-ordinator, an Engineer and a Production Leader to assist in all the design developments through to implementation. This ensured that the new training regimes were kept in line with the client's policies and procedures and that any fabricator / supplier liaisons were clear on the requirements.

To ensure the improvement activity was completed on time and within the client's budget, it was split into the following key areas:

- Designing the relevant training regime
- Designing and manufacturing the required training equipment
- Designing the training area to house the equipment
- Designing and producing the required instructional training documentation
- Installing all the equipment and instructions
- Training the trainers
- Developing a training centre standard

Due to the workforce concerns relating to training regime changes, the client's Trade Union was kept fully informed with agreement sought before implementation went ahead.



SpitfireConsultancy
Your Performance. Our Passion.

Kirkhill House, Broom Road East,
Glasgow G77 5LL Scotland
t: +44 (0)141 639 7561
f: +44 (0)141 639 5537

www.spitfireconsultancy.com

Case Study - S051

Results

Upon the successful introduction of the Assembly Training Skills Centre, the following was achieved:

- A total of 17 dexterity, basic and element skills were designed, built and installed
- Instructional Visual Manuals and operator instructions were developed and implemented
- 1 Master Trainer and 2 Trainers were trained to roll the training out to the rest of the Assembly workforce
- 5 day trainee and 10 day trainer training schedules were developed with tests and evaluations leading to certification being awarded

Due to the success of the Assembly project, the client has since requested Spitfire Consultancy to roll the programme out to its remaining plant operations such as Press, Weld and Paint, before moving on to a global roll out across the remaining brand plants within its group.

To support this:

- A portfolio of the Training Centre was produced to mark the start point of a global standard, with every Assembly plant within the global group tasked to introduce the same standard
- A Training Centre accreditation process was developed and implemented using the Assembly facility as a benchmark to ensure continuity of standard across the group

Assembly Fundamental Skills Training Centre



Moving Line



Skill Stations



Instructional Visual Manual



Testimonial

"This Skills Training Centre has allowed our company to train its people from basic skills to process skills in a standardised way. I am sure this training will bring about improvements to our overall company KPI. The level of detail that this training has delivered means that all of our brand models can achieve one standard for all their operations. A truly professional project delivery from Spitfire Consultancy"

Global Lean Centre leader



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