

... CASE STUDY

Overcoming Workforce Staffing Challenges at a Leading Maritime Manufacturing Company

Challenge

The Planning department for a prominent maritime manufacturer is responsible for creating an integrated master schedule to translate requirements and designs into initial plans and work instructions. However, the manufacturer's workforce of expert planners are either retiring at an increased rate, leaving the department, or not meeting all performance objectives. With an urgent need to hire and train a large number of planners, manufacturer sought to quickly and comprehensively reduce time to proficiency to meet critical deadlines.

Solution

GP Strategies® created a 16-hour, instructor-led workshop to address this need. The new hires were expected to be comfortable with new technology and welcomed a less formal form of training that still had structure and guidance. Training deliverables included physical and digital aspects, such as in-person workshops, eLearning courses, and self-study guides.

Business Impact

Productivity drastically improved after new detail planners attended the workshop. Over 9 months, creation times for Work Instruction Plans were reduced by 36%, resulting in a \$2 million savings (\$220K/month). Retention also increased by approximately 75%.

The manufacturer has endorsed the development of formal training following the success of the Manufacturing Process Planner workshop with plans to expand the training to other areas of the business.



RESULTS

Cost savings of
\$2 million

Retention **increased**
by 75%

Creation times for
Work Instruction Plans
reduced by 36%

