

How to Find and Implement Effective eLearning Suite for Manufacturing Industry

Take your learning and development program to an unprecedented scale with the **perfect LMS.**

Why an LMS is required in Manufacturing Companies

The manufacturing sector has seen several disruptions such as the advent of additive manufacturing. As such, the workforce in manufacturing organizations is required to constantly update their skills to stay ahead of the competition.

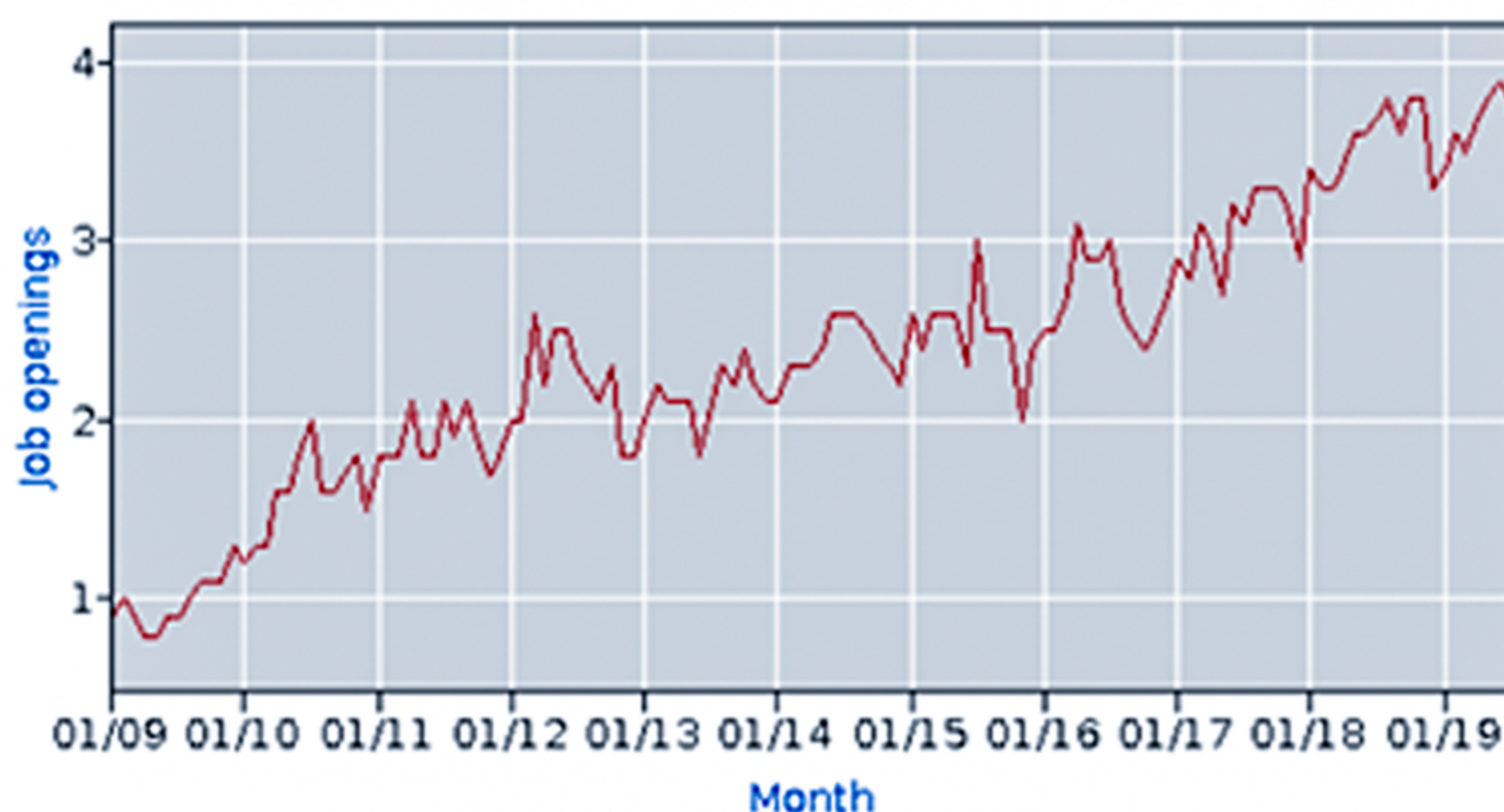
Consequently, manufacturing enterprises and factories need to develop learning and development programs to promote fast onboarding, upskilling, adherence to best practices as well as safety and compliance requirements. Because a bulk of workforce in such companies operate out of factories situated faraway from cities, it is necessary to conduct online training, which can be facilitated very well by a Learning Management System (LMS).

Skill Gaps in Manufacturing industry and how an effective LMS can fix it

As mentioned before, manufacturing processes have been revolutionized today, and a great reliance is placed on automation and computer-controlled machinery which is sought to replace repetitive tasks and low-skilled manual labor. As a result, there is a huge requirement for tech-savvy and versatile workers who can work and troubleshoot problems autonomously while on the shop-floor.

*However, due to the low availability of skilled labor, it is estimated that between 2018-2028, there would be a potential 2.4 million positions that would go unfilled, resulting in a negative economic impact of **2.5 trillion***

The need of the hour is to adopt an altogether new approach towards training and development within manufacturing firms. Not only do workers need to be trained on latest technologies, but they should also be trained to equip themselves with personality traits like critical thinking, independent thought process, and the ability to take initiative. In order to meet such requirements of the new-age manufacturing enterprise, it is necessary to incorporate the use of an LMS.



LMS and compliances

Manufacturing is full of compliance challenges both internal (quality control, employee certification, and supply chain requirements) and external (regulatory agencies like OSHA, the EPA, the FDA, and the FAA). The costs of non-compliance can be steep. In 2014, General Motors paid a \$35 million penalty after federal regulators found that poor safety and product-defect reporting practices contributed to several deaths.

Certainly this is an extreme example, but on an ongoing basis, non-compliance takes a toll on businesses: According to a Ponemon Institute study, the costs of non-compliance, including fines and opportunity costs, are almost three times the cost of compliance.

To ensure quality control and employee health and safety in manufacturing, companies must deliver and track manufacturing compliance training based on regulatory requirements, as well as the organization's own internal safety standards.

A learning management system (LMS) can streamline the tasks associated with compliance training, and ensure that the training is reaching every employee and is effective.



Common Features of Learning Management System for Manufacturing



Performance Management

With the Performance Management Tool you can set assess progress, objectives, and provide constant feedback to your employees and trainees. This tool also allows you to help your employees meet their objectives and career goals..

Advanced Reporting

Measure the impact of the training that your employees are taking is very important to the companies to analyze the success of their programs. With Gyrus LMS reports dashboard you can track and analyze the performance of each and every learning activity. All reports can be download as an excel, CSV and/or PDF file.

Gamification

This is a great feature to engage and motivate your employees. Using games elements like badges, points, rewards, among others, you can improve performance while making the eLearning process fun.

Scorm / AICC / Tin Can

Gyrus Learning Management System for Manufacturing is SCORM / AICC compliant, and also supports Tin Can API. Gyrus LMS will load your content smoothly, It doesn't matter what authoring tool you are using.

Learning Paths

You can create a curriculum plan for the employees to succeed in their training. Select the courses or activities and arrange them in sequence to enhance employee learning.

White Label

Personalize your platform with your brand and colors. Create an attractive eLearning content, matching the look and feel of your company and website.

Things to consider while choosing an LMS



Interface

A customizable interface allows you to modify the appearance of the centralized location where end-users can access information, training materials and tests. The system's interface should also be easy to navigate for end-users.



Integration

LMS software should work together with third-party systems. For example, CourseMill includes a personal calendar that integrates with iCal, Google, Yahoo, Microsoft Outlook, and Lotus Notes, as well as student information and enterprise resource systems. LMS platforms should also provide MySQL (by Oracle) or Microsoft SQL database and e-commerce support for registration functions. An LMS should also have the ability to be integrated with ERP, HR, and Payroll systems.



Automatic Reporting

LMS platforms should give administrators the ability to generate automatic reports showing progress of learners. It should be able to break down information by subject, export reports into another application, such as Microsoft Excel, and be customized to include specific predefined variables.



Implementation and Training

Make sure the LMS you choose provides onboarding and continued support for installing and managing the system through various local and distanced training options like on-site training, video tutorials and live or on demand webinars, so you can quickly and easily learn how to use and manage the technology.



Compliance

To make sure your organization is using the best practices available, it's best to use an LMS that is compliant with the Shareable Content Object Reference Model (SCORM) and the Aviation Industry Computer-Based Training Committee (AICC)



Transcripts and Certificates

LMS systems should provide learners access to their own grades, so they can track how they are doing and make improvements if necessary.



Administrative Monitoring

LMS systems should let administrators see a log history of all learner and instructor activity, including learner information, curriculum, changes made to courses and the gradebook.



Pricing

Before you purchase an LMS, research all start-up, maintenance and support pricing details and find out if there's a free trial available. The free trial will provide your organization a hands-on look into product features to determine their values and ultimately aid in making a final purchasing decision.

Outcomes of the Right LMS for Manufacturing Companies

Gyrus gives Manufacturing companies the powerful platform needed to train workers across the entire business from those on the factory floor to those on the sales team working directly with customers. You can create and assign courses, automate communications, and track all learning activity and assessment results. No need to struggle with manually tracking completions and compliance training; it's all done for you in Gyrus.



Track

LMS

Automate