



THE MATRIX OF TRAINING

Training isn't just important to a company, it is vital. In our industry, if a detailer leaves or if business ramps up, hiring a new or replacement designer becomes a necessity. But training in general is not something that should be limited to new staff, it is also vital for the development of your existing staff.

In the case of a designer, the workload is usually in direct proportion to production, so finding a qualified person and getting them up to speed is not only an important consideration, it is also critical to the smooth operation and running your business.

Finding a new designer can be difficult due to the nature of our industry. So you may choose to go with training a person that is new to the Frame and Truss industry or has worked in another position within the company. In general it is easier to train a new person for the role if they are:

- Experienced in using computers
- Able to perform maths, including trigonometry
- Able to follow processes and learn your building practices
- Ability to read plans and specifications
- Able to read and comprehend the Building code

There are many different approaches used to train a new designer and the approach taken will vary depending on the persons work experience. For instance, the candidate may only have experience in wall frame design, but with development of new software there will be a greater opportunity to expand their knowledge, moving from just wall frames to whole house design. This would be a positive outcome for both the new staff member and of course for your business. Therefore training in both truss and floor design would be required for this potential candidate. In addition they would also need to learn your build practices and how to follow your business processes.

One of the best methods to achieve a positive outcome is to have a training plan in place to help determine the clearest approach for new employees. Known as a Training Matrix, this tool is a great method by which you can track training so you can concentrate on the key areas required to train any new employee. But a training matrix does not have to be limited to new employees, it can have a variety of uses including tracking competency levels, individual skill levels and weaknesses within your business. A training matrix can help determine an action plan to help strengthen your existing employees within your business.

Training presents prime opportunity to expand the knowledge base of all employees. Some employers may see development opportunities as expensive, as the employees doing the training will miss out on working to keep production levels up. However, the return on investment from training and development of employees is far greater. Many studies have shown the benefits of training can include:

- Improved employee performance and growth
- Improved employee satisfaction
- Increase in engagement
- Consistency
- Strengthening of employees skills
- Increase in productivity and quality of standards
- Increase in Innovation
- Reduced employee turn over
- Enhances company profile making the company more appealing for new employees
- Blended learning
- Keeping up with industry changes

By continually training your employees you are also reducing risk. Lean manufacturing is a methodology that focuses on decreasing waste within a manufacturing system whilst simultaneously increasing productivity. Whilst we tend to focus more on production, we should not overlook the critical importance of the personnel side of a business and its role in the lean operation.

Training is part of the lean process and is often not considered.

Employees are a company's biggest asset, and investing in your employees is vital to sustainable growth and success.



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