CANADIAN MANUFACTURERS & EXPORTERS

Training in a Hurry.

June 2nd , 2020

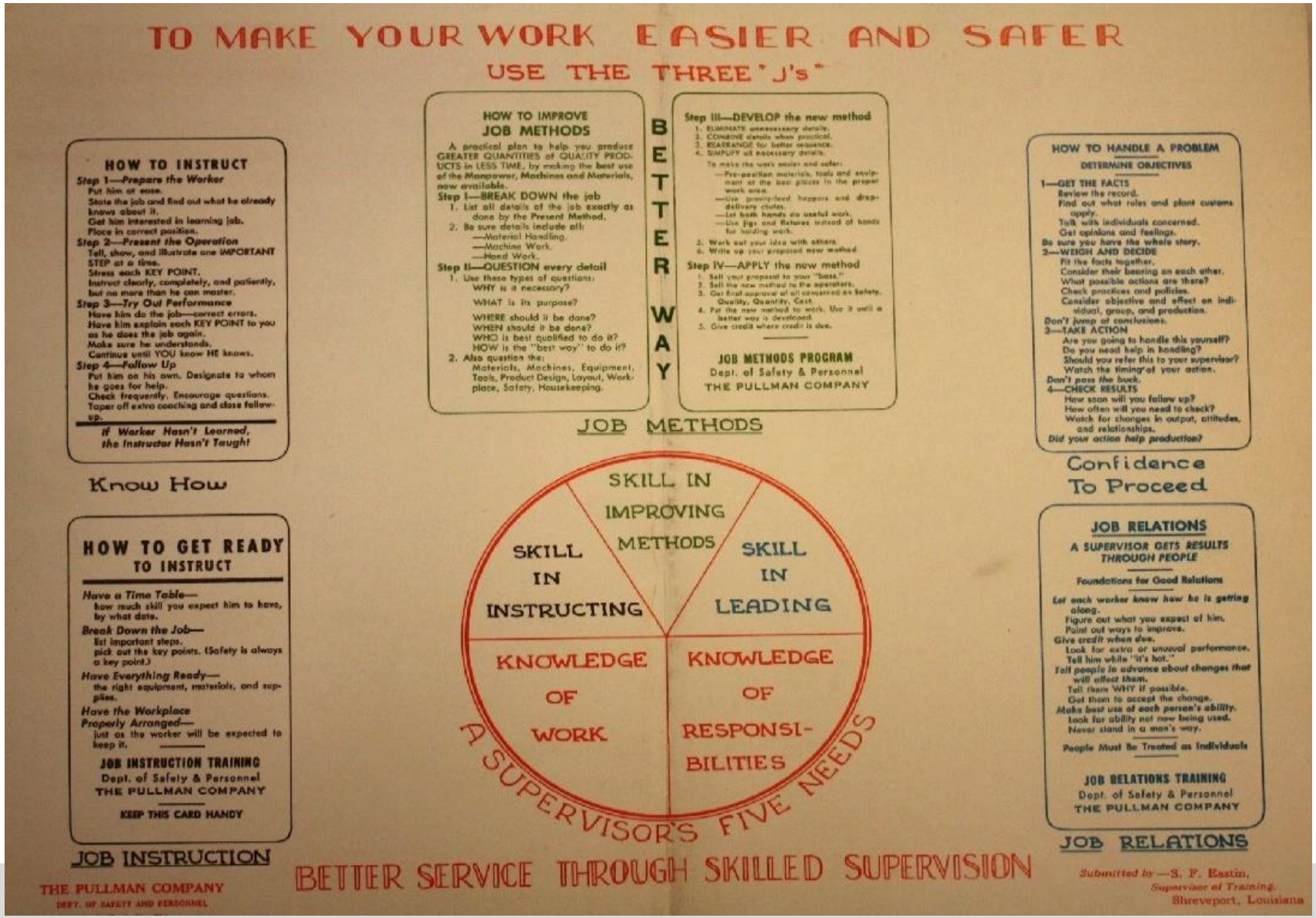
GUEST SPEAKER

Susan Sullivan

Human Resources Manager
Conviron

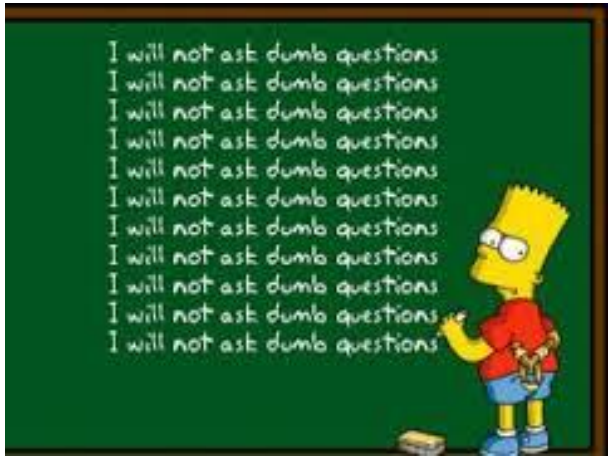
INTRO TO TRAINING WITHIN INDUSTRY

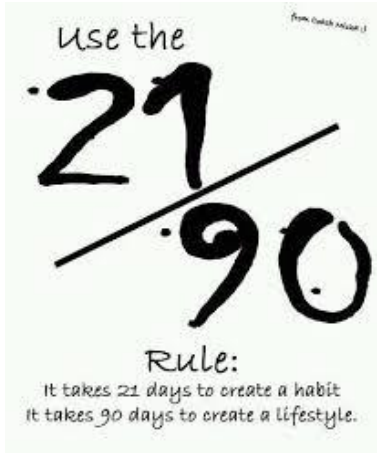
HISTORY OF TRAINING WITHIN INDUSTRY



TWI JOB INSTRUCTION-THE HUMAN ELEMENT

Why it works





CONVIRON®

Controlled Environments for Plant Science Research

SUSAN SULLIVAN

Human Resources Manager

- Established in 1964
- Based in Winnipeg, MB
- Owned by a single family since inception
- 240+ employees
- Products in more than 90 countries
- Acquired Argus Controls in April 2013
- Plants in outer space and Antarctica
- “Canola”-World’s only made in Canada crop developed in the 1970s in a Conviron Chamber

CM &E

CONVIRON®

Controlled Environments for Plant Science Research

PGR15, Med-High light, most plants, including cereals

MTPS, Multi tier flexible use, Low-Med-High light, uniformed horizontal airflow

CM &E

CONVIRON®

Controlled Environments for Plant Science Research

- Precision of a growth chamber. Capacity of a greenhouse
- Precise control of temperature, light, humidity and CO_2
- Uniform, downward airflow
- High light solutions, including high intensity discharge (HID) and LED

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CM&E

Refrigeration Project

Previous State

Testing (2017)

- 13 RF NC's found
- Average estimate approx. 30 leaks per year

Installations (2017-March 2018)

- 4 RF related NCs over past 16 months

After Training

- 3 reported RF leaks
- Two of those were not related to workmanship

Return on Investment

- Estimated average cost of a leak = $5000.
- 4 RF leaks over a 16 month period (pre-training) = estimated cost of $20,000.
- We estimated cost savings during the project time period at $10,000 or 50%

What have been the biggest benefits of using the TWI JI method of training in your organization?

CONVIRON®

- Consistency of trainers and training
- More predictable outcomes
- Ensure best practices are being trained

What have been the biggest challenges in using the TWI JI method of training in your organization?

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- Time to access jobs and departments for JI's
- Time for our trainers to practice their skill
- Time for trainers to create JI's

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- Perceived value by employees and some Managers with a long history of OTJ training as only method

How have you or how will you utilize TWI to address skills gaps that have arisen due to the Covid-19 crisis?

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- Some departments are quite busy and some are less busy
- Potential to use TWI to train critical processes to those in other departments

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How have you or how will you change the way you train as a result of the Covid crisis?

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- Looking at an LMS system for easier access for remote learners
- Currently reviewing how to proceed with on the-job-training including using TWI

QUESTIONS FROM ATTENDEES?

THANK YOU FOR ATTENDING

Brett Hiscock

Lean Facilitator and Certified TWI Instructor

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