



# Wtca Update

## In-Plant Basic Training

Almost here: a remedy for the tedium of training.

by Marisa Hirsch

The process of training and acclimating new employees into a component manufacturing production plant can be a time-consuming and mind-numbing process—especially within a company that may do a lot of hiring and/or have a higher turnover rate. WTCA is aiming to help relieve part of this training burden with a new program, In-Plant Basic Training.

The first phase of In-Plant Basic Training is on track to be released in both English and Spanish at BCMC 2007 in Columbus, OH. This first phase consists of ten core modules, covering the following topics: introduction to the industry, safety, terms, tools, quality control, lumber, plates, truss design drawings, assembly and handling.



### Hitting the Basics Hard

These ten core modules were created specifically for employees who are new to the industry, or who would like a refresher on the basics. Modules are clearly-worded and very visual, making the information within them easy to grasp and increasing retention. Companies will be able to show the modules to their employees in whatever order and at whatever speed makes sense for their operations and each employee's job.

It will remain important for concepts introduced through In-Plant Basic Training to be reinforced by hands-on training in the plant. However, the program will give employees a very strong foundation to build on, and it will do so without taking valuable time away from managers and experienced employees. Time currently spent going through basic industry and plant information with new hires will be put to better use. For example, new employees will come away from the Terms module and already be familiar with most basic terminology (e.g., jig, ply, chase opening). This means that when they hear those same terms on the floor, they will already have an idea of their meanings.

Companies will also have the option of providing participants with program binders, which will contain documents (such as lists of terms, safety tips and pertinent WTCA Truss Technology in Building documents) related to things addressed in the program. That way, employees will be able to refer to these binders to refresh their memories.

### More to Come

After the release of the first phase of In-Plant Basic Training, several subsequent phases are planned. Modules in these phases will progress well beyond basic information into more advanced and specialized training ranging in topics from gantries to saws, and all the way up to modules specifically geared toward supervisors and managers. This program is set to become a flexible training tool with the capability of guiding an employee from "new hire" all the way up to an upper level production management position, with the option of starting or ending anywhere in between.

In-Plant Basic Training is shaping up to be a powerful program that will not only help form highly-trained and productive employees, but will also help companies save time and money. **SBC**

### at a glance

- ☐ Ten core modules of In-Plant Basic Training will be released in October.
- ☐ The course targets employees that are new to the industry, and will be available in English and Spanish.

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