

Standardized Job Instruction - The Training Within Industry Way

written by Lauri Moon | February 9, 2023

EVENT IS FULL



Image Credit: MRC

Poor training causes problems! Many companies struggle with training that is inconsistent or ineffective. This results in slower production times, increased scrap, lower quality, even decreased employee retention.

Luckily, Training Within Industry (TWI) Job Instruction (JI) is back! TWI JI originated in the U.S. in the 1940s to support the WW2 effort by boosting manufacturing production. It quickly and effectively trained employees, including many entering the workforce for the first time. TWI was an unqualified success:

- 86% of companies increased production by 25%!
- 100% reduced training time by more than 25%!
- 55% reduced scrap by at least 25%!
- 100% reduced grievances by more than 25%!

After the war, the U.S. introduced TWI to Japan and it became one of the critical building blocks of the Toyota Production System, the model for Lean Manufacturing.

In this hands-on workshop, you will see demonstrations of ineffective job instruction followed by a demonstration of effective instruction using the TWI JI 4 step training delivery model. You will learn the importance of preparation for training and the key role of the Job Breakdown sheet. You will learn how to do a job breakdown and then use it while practicing the 4 step Job Instruction method.

Course Outline:

Effective Instruction

- Demonstration of Faulty Instruction
- Demonstration of Correct Instruction
- Four Steps for Instruction

Preparing for Instruction

- 4 steps to prepare for Instruction
- Introduction of the Job Breakdown Sheet
- Practice Preparing Job Breakdowns

Job Instruction Skill Development

- Using the Job Breakdown sheet to deliver instruction using the TWI 4 step Job Instruction Method

Instruction provided by IMC Business Advisor Dana Gordon. Having received certification from the Training Within Industry (TWI) institute for Job Instruction (JI), Dana is engaging with manufacturers across all industries to develop effective training strategies.

This training may qualify for WEDnetPA funding with the full registration fee reimbursable for qualified participants.