



TALENT MANAGEMENT FOR MANUFACTURING

Managing Product Quality & Safety Worldwide

Manufacturing organizations are tasked to meet stringent regulatory requirements and deliver high quality products while maintaining a productive and cost-effective workforce. Rising employee turnover and demanding national and international regulations slow the pace at which manufacturers can innovate and introduce new products. This loss of momentum provides competitors with the opportunity to supply their own offerings. Manufacturers who want to remain competitive must:

- Provide new talent with the skills needed to fill increasingly technical positions
- Effectively manage health and safety training to reduce accidents and lost working days
- Provide suppliers and distribution partners with training that meets their specific needs
- Be audit-ready across all of the markets where they operate
- Effectively control training costs while increasing productivity
- Assure that staff can deliver products which meet the highest quality standards

NetDimensions Solutions

Take a Proactive Approach


Reduce the long-term costs of non-compliance by making compliance training a daily routine for both management and employees. Best-in-class organizations take a proactive approach to compliance rather than a reactive one.

NetDimensions is at the forefront of proactive compliance reporting via:

- Competency-based compliance reporting that highlights current compliance levels, ongoing compliance risks and drills down to specific departments, teams, and individual employees
- A 'Compliance Analytics' module in NetDimensions Learning that includes out-of-the-box reports specific to people and training compliance
- NetDimensions Analytics, a state-of-the-art talent analytics application with dashboards, visualizations, self-service reporting, scheduling, and predictive analysis of learning, talent, compliance, HR, and operational data

Compliance Across the Extended Enterprise

- NetDimensions' manufacturing clients can manage all training records, from staff and external suppliers to partners, using just one system
- Now you can be prepared for compliance audits with training records that are always ready for inspection by using efficient centralized reporting tools for a complete view of the whole extended enterprise


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- Maintain consistent quality by managing training from a central point and access the system from anywhere in the world, in over forty languages

Customized Learning for Internal & External Users

NetDimensions Talent Suite is a flexible system, with customizations for complex environments. The solution offers an open set of APIs that allow for easy integration of talent and learning functionality into any website, portal, or enterprise application. In addition, NetDimensions offers a full set of services to help you customize the solution for your environment. You can create customized learning portals for different users across the extended enterprise and integrate with third party systems.

Mobile Solutions for Flexible Training

NetDimensions provides your dispersed workforce with flexible ways to take training based on personal media preferences, such as mobile for performance



NetDimensions Talent Suite offers integrated learning and talent management to support career development and succession planning.

support and offline learning. Now you can engage a new generation of employees with innovative learning experiences.

NetDimensions offers a multi-pronged learning approach with award-winning mobile solutions that work in both online and offline mode:

- **NetDimensions Talent Slate** is a native mobile application for on-the-job training and performance support. NetDimensions Talent Slate provides users with both online and offline access to learning materials and it is available on iPad® and Android™ tablets as well as on both iPhone® and Android™ smartphones.
- **NetDimensions mEKP** is an end-user version of NetDimensions' LMS, running independently from a USB flash drive. mEKP is a fully portable, platform-neutral learning environment that requires no installation or Internet connection.

Role of Data Security

Manufacturers can manage all data in a validated secure SaaS environment (FDA 21 CFR Part 11 and EU GMP Annex 1 and 11). NetDimensions Talent Suite allows you to manage upgrades and security without extra costs, so you can benefit from predictable and competitive Total Cost of Ownership (TCO). We also offer on premise option as an alternative.

Attracting & Keeping Talent

In order to thrive, manufacturers must reduce the time and money needed to hire and train an effective workforce. Not an easy task when:

- ✓ 95% of companies have a talent shortage in skilled manufacturing roles ¹
- ✓ Employees are retiring more quickly than they can be replaced
- ✓ Swift development of technology has led to a serious shortage of skilled workers
- ✓ Manufacturers need to attract millennials to their workforce
- ✓ Companies need to revise legacy content to work on today's mobile devices
- ✓ 55% of the largest U.S. manufacturers (\$1B or more in revenue) will be the hardest hit by the skills shortage, costing each company \$100M+ over the next five years²

¹ Manufacturing Institute

² Advanced Technology Service, Inc. (ATS) survey of industry senior executives, conducted by The Nielsen Company





NetDimensions Solutions (continued)

NetDimensions Learning LMS has been validated for US FDA Title 21 CFR Part 11 and EU GMP Annex 11 compliance requirements in client implementations worldwide.

The NetDimensions validation is practical, defensible, and in keeping with the most stringent computer system validations in regulated industries.

Attract & Maintain a Skilled Workforce

NetDimensions Talent Suite offers integrated learning and talent management to support career development and succession planning.

NetDimensions Performance provides hierarchical competency modeling and assessments, dynamic goal management and performance appraisals, career and succession planning, and talent reporting.

Manufacturing Industry Content

NetDimensions offers a full library of 'off the shelf' workplace health and safety content. We can also create custom (bespoke) content and learning portals to address your specific needs, all integrated into our platform from a single source vendor.

Manufacturing Industry Clients

NetDimensions delivers talent management solutions and learning content solutions to manufacturing organizations worldwide, including:

- Castrol
- Delphi Automotive
- Geely Automotive
- Hunter Douglas
- SEW-EURODRIVE
- tesa SE
- Uster Technologies

The NetDimensions Approach

NetDimensions is widely recognized for delivering a high level of client satisfaction. We understand that we are only successful if our clients are successful. Every interaction, from our conduct during the sales process, to our consulting & implementation services, to our account management & ongoing customer support, to our client advocacy programs, is wholly client-centric. This means that we don't believe in a "one-size-fits-all" solution.

Our Global Services team understands the challenges and compliance issues of the manufacturing industry. We are committed to work with you to understand your objectives, help you address the particular needs of your organization in the most effective way, and invest in making you successful.



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