



INNO-VERSITY

THE LEARNING EXPERTS

INNOTECH SUCCESS STORY

Working with Innotec's engineering experts, Inno-Versity designed a custom learning solution to train employees on machines without shutting down production. By creating adaptive and complex Work Instructions, they standardized training for Innotec's global operation.

(INNOTEC)



Headquartered in Zeeland, Michigan, Innotec is an engineering and manufacturing company that provides revolutionary products to the lighting and automotive industries. Known for its patented LED lighting technology, Boardfree, Innotec employs more than 400 employees worldwide, and has manufacturing operations in the United States, Hungary, China, Mexico, and India.

As an industry innovator, Innotec designs and manufactures new technology. Those technical advances often lead to a need to create custom materials to train employees on one-of-a-kind machines and processes.

Working together with a diverse set of stakeholders, Inno-Versity helped Innotec design a custom learning solution to train employees at the machine without shutting down the production floor. The learning deliverable that was developed was a set of detailed, complex, and adaptive Work Instructions to standardize training for Innotec's global operation.

(CURRENT SiTUATION)

The manufacturing industry is in a constant state of change. Machines are revised every year. Not only does Innotec's technology adapt with their customer's needs, they continually strive to improve their own processes.

TRAINING MATERIALS MUST BE:

AVAILABLE AT THE MACHINE
OR ONLINE

CUSTOM

EASILY UPDATED

HIGHLY DETAILED

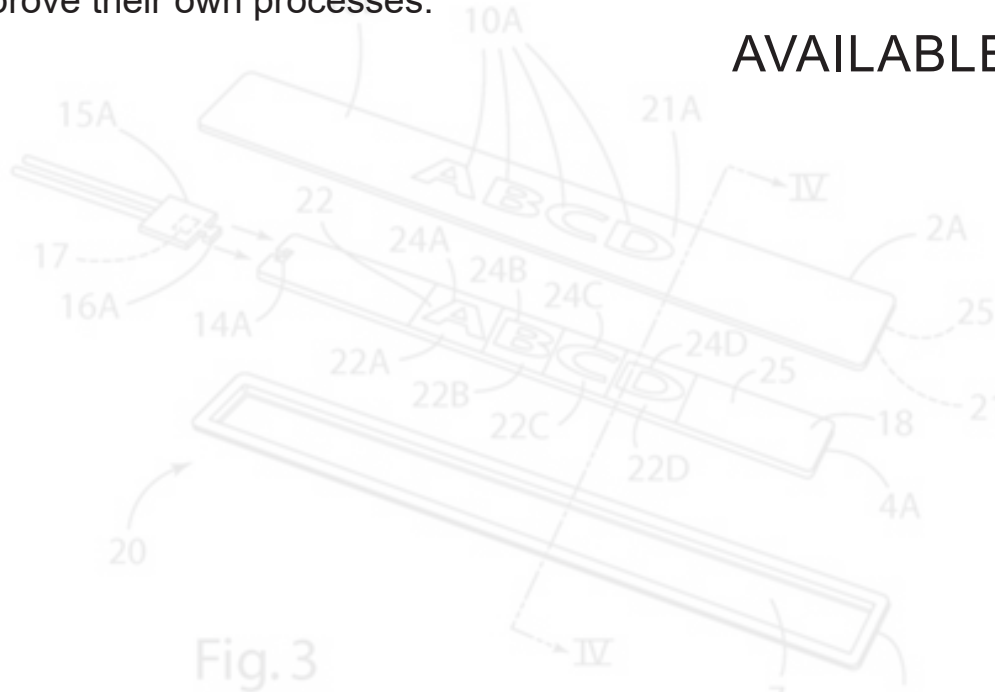
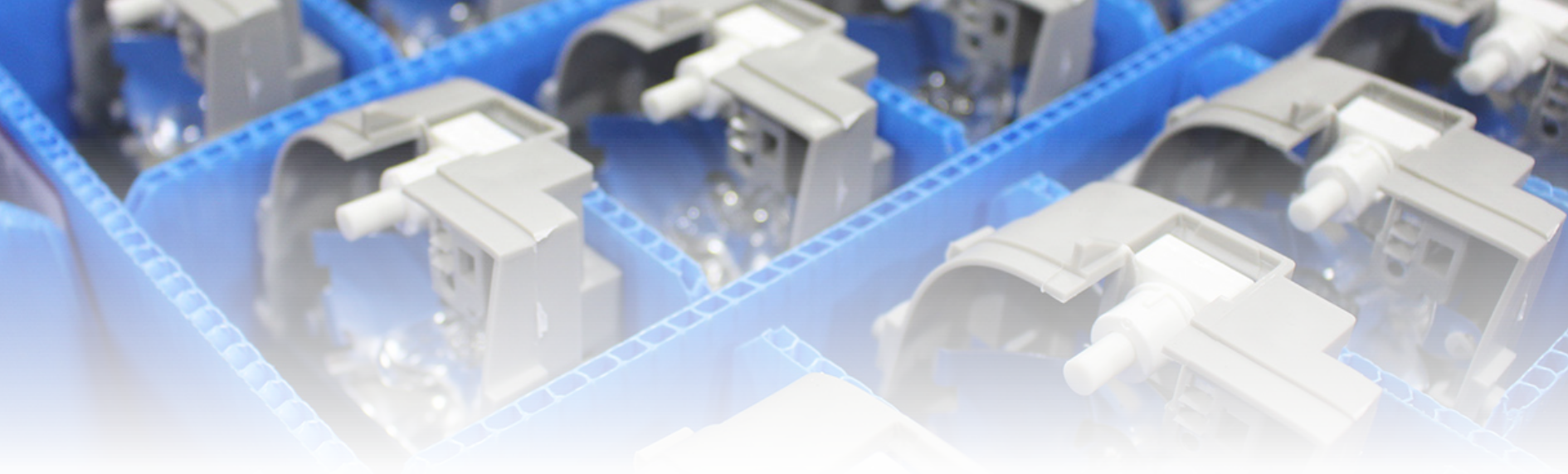


Fig. 3



Because of their various locations worldwide, it was imperative the training program be thorough and accessible online.

Due to the complex nature of designing these detailed, yet adaptive Work Instructions, Innotec turned to Inno-Versity for instructional design expertise.

(SOLUTIONS)

After working to understand the scope of this learning challenge, Inno-versity partnered with Innotec's experts to create agile Work Instructions for their 14 pieces of machinery.

Housed in Inno-versity's LMS (learning management system), materials are readily accessible for initial exposure as well as just-in-time future reference.

Organized by category, the learning starts in Tier One. Using color photographs, Info-graphics, and how-to videos, the learner identifies each part of the stations and progresses on to troubleshoot problems in Tier Two and even to build new machines in Tier Three.

Knowledge transfer is checked both by computer-based assessments as well as in-person demonstrations. Certification in each station is mandatory for the learner to progress to the next tier of learning.

Being able to provide employees excellent training on their unique machinery was critical to Innotec's global expansion. The experience of their senior engineers was captured in ready-to-use Work Instructions so employees around the world could learn from the best.

WORK INSTRUCTIONS:

HOUSED ON INNO-
VERSITY'S LMS

JUST-IN-TIME REFERENCE

COMPUTER BASED
ASSESSMENTS

INFO-GRAPHICS

HOW-TO VIDEOS

IN-PERSON
DEMONSTRATIONS

CERTIFICATION TESTING

GLOBAL ROLL-OUT AND
ACCEPTANCE

(BUSINESS BENEFIT)



Innotec's innovative processes and machines presented a unique learning challenge that required a complex solution.

Inno-Versity was able to understand the nature of the situation and create a custom learning solution that was innovative and effective. Inno-Versity provided a solid program, allowing Innotec to advance their technology around the world with minimal strain on their in-house experts.

With these Work Instructions in place, the engineers make the best use of their mentoring time. The assessments assure quality of knowledge transfer and business can proceed as expected.

With properly trained personnel, crises were diverted, and the time, disruption and expense of last minute onsite visits became minimal. Learning was categorized and packaged for the learner to progress as quickly as the need dictated. Training materials were ready to go, and learning was no longer dependent on the mentor's personal schedule. The financial gains of global expansion and duplication of expertise are obvious.

**CUSTOM
LEARNING
SOLUTIONS**

RESULTS

**GLOBAL
TECHNOLOGY
ROLL-OUT**



**CRISES WERE
DIVERTED**



**FINANCIAL GAINS
REALIZED**



**INCREASED QUALITY OF
KNOWLEDGE
TRANSFER**

**IMPROVED USE OF
MENTORING TIME**



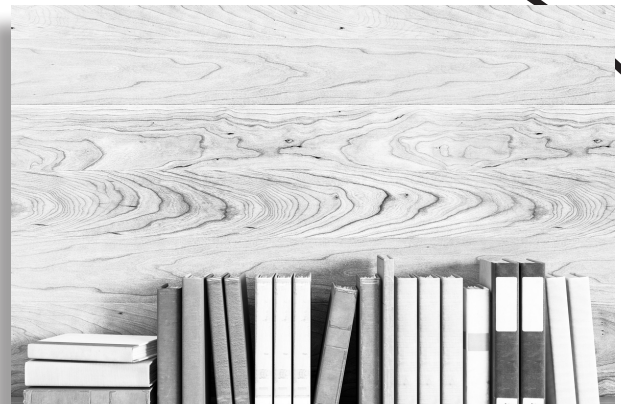
**MINIMAL STRAIN ON
IN-HOUSE EXPERTS**

(FiNAL THOUGHTS)

At Inno-Versity, we believe in partnerships. When we combine your company's experts with our learning expertise and proven process, we're able to produce amazing products.

As a trusted learning partner, we tune into your unique needs. Whether you require eLearning, marketing, job aids, work instructions or instructor led classroom training, Inno-Versity can deliver.

If you are facing a unique learning challenge and would like to learn more about our process, contact inno-versity.com.



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