



Training Solutions That Turn Potential Into Productivity



Chicago ●  
Denver ● Philadelphia ●  
North Carolina ● International ●

# Technical Skills Training Since 1969

Training products and services to address the global maintenance and operations skills shortage and build a better, safer, more efficient workforce.

**1,000+**

Hours of training content

**2,000**

Scheduled training classes per year

**110,000+**

Active students

**30%**

Increase in knowledge gains

**50%**

Reduction in equipment downtime

# 20+

Our SME's have an average of 20 years industry/training experience

## Four decades of facility training experience with more than 40,000 clients worldwide

Choose from our broad portfolio of industry-leading solutions, ranging from online fundamentals to on-the-job machine-specific competencies. We help identify and fill the technical skills gaps in workforces and measure outcomes.



# WHO ARE WE?

TPC Training is the leader in maintenance, repair, and operator training, with complete solutions for a 21st century workforce to **acquire**, **apply**, and **adapt** essential technical and safety skills. Our solutions include:

- **Instructor-led training**, with more than 2000 annual classes in seminar, onsite, and simulcast formats
- **Online training**, with 1,000+ online courses managed through an industry-leading Learning Management System
  - **Technical & Safety Libraries**
- **Work Force Management**
- **Continuing Education**



# Skills Gap & Worker Shortage

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- Skills gap due to low volume of individual entering trades
  - Electrical Techs
  - Mechanics
  - Pipefitters
  - Plumbers
  - Millwrights
  - Instrumentation & Control
- Large amount of retirees
  - Baby Boomers



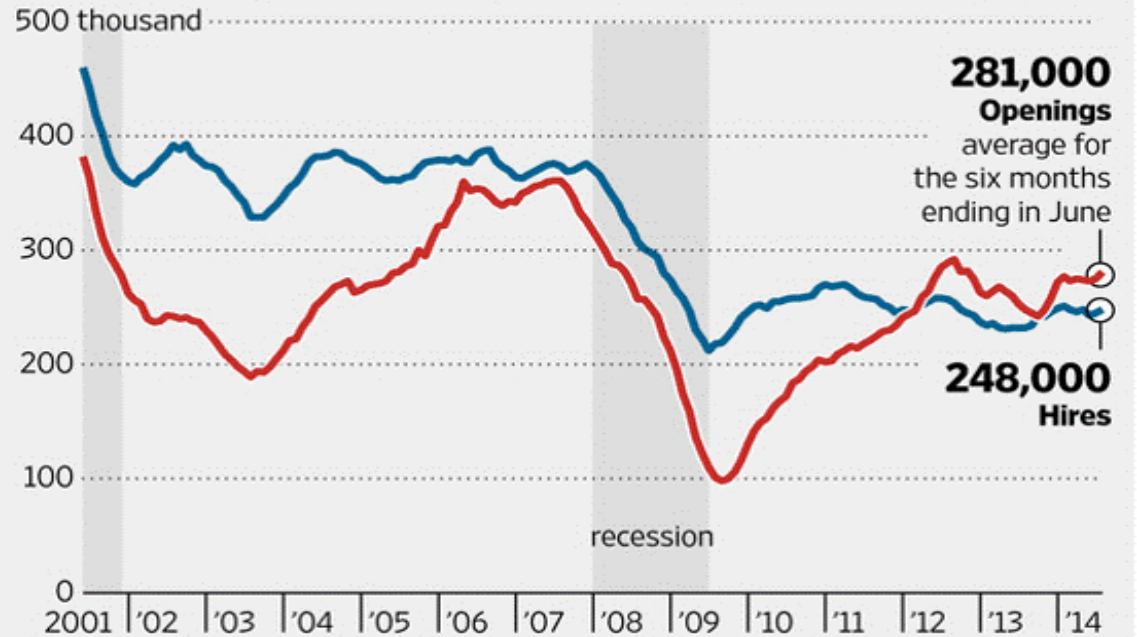
# Skills Shortage 2015-2025

- 2.7 million workers will retire in the next ten years (2015-2025).
- Expanding U.S. manufacturing operations will need an additional 700,000 workers.
- Total of 3.4 million manufacturing workers are likely to be needed over next ten years.
- Only 1.4 million jobs are likely to be filled, leaving 2 million jobs unfilled.
- The average estimate among the 84% of polled manufacturing executives who thought there was a talent shortage was that 6 out of 10 open skilled production positions remain vacant due to talent shortage.

## Help Wanted

U.S. manufacturers have had a tough time filling positions amid a so-called skills gap. And apprentice programs have been slow to gain traction.

**Manufacturing-job availability, seasonally adjusted six-month average**



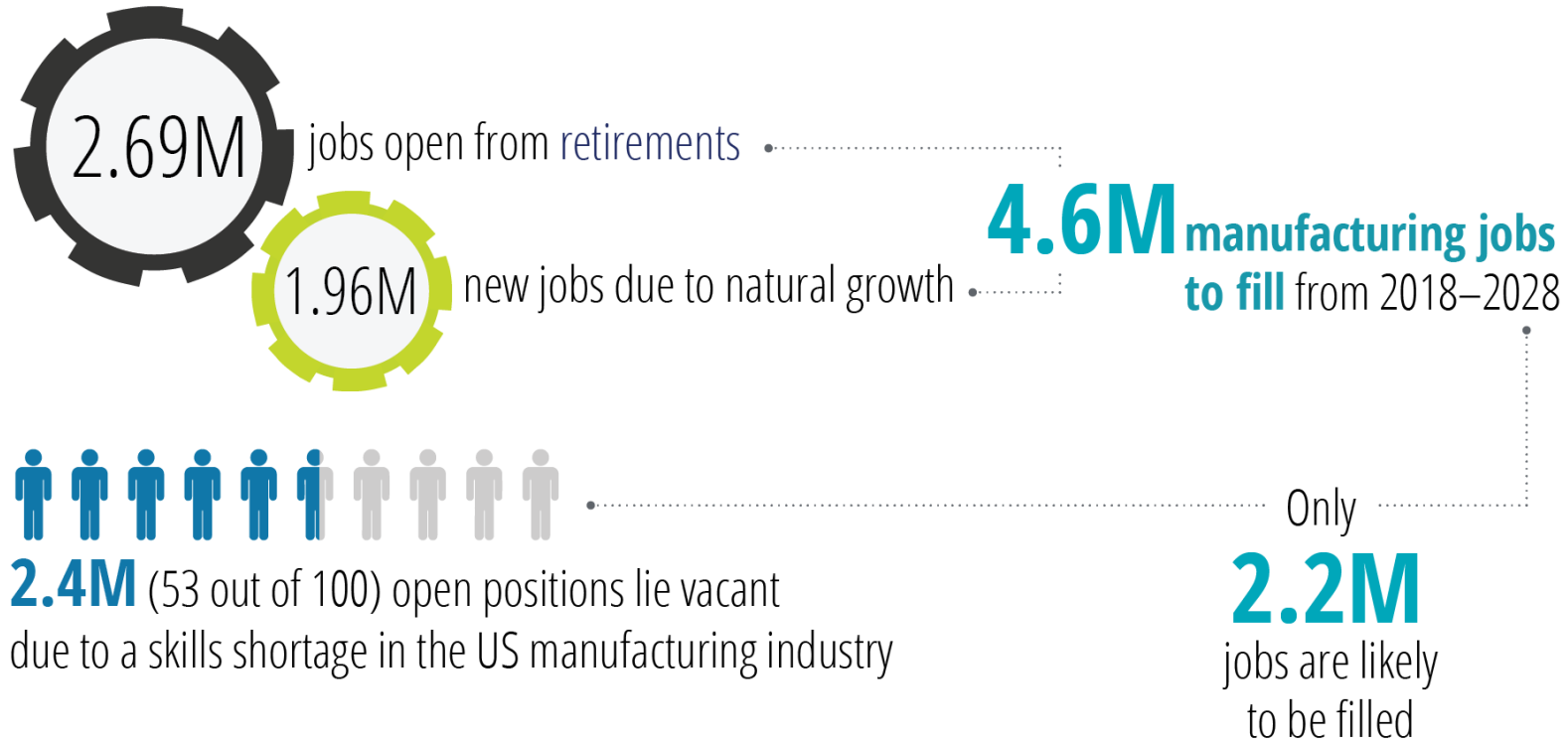
Source: Labor Department

The Wall Street Journal

Data Source —Deloitte: The skills gap in U.S. manufacturing. 2015 and beyond. Published: 2015

FIGURE 1

## The skills gap may leave an estimated 2.4 million positions unfilled between 2018 and 2028



\*Calculated on the basis of 52.7% of the skilled manufacturing positions that are unfilled (per the 2018 survey)

\*\*Retirement age of 66

Source: BLS Data, OEM (Oxford Economics Model), Deloitte and Manufacturing Institute skills research initiative.

Deloitte Insights | [deloitte.com/insights](https://deloitte.com/insights)

**Where do we go from here?**



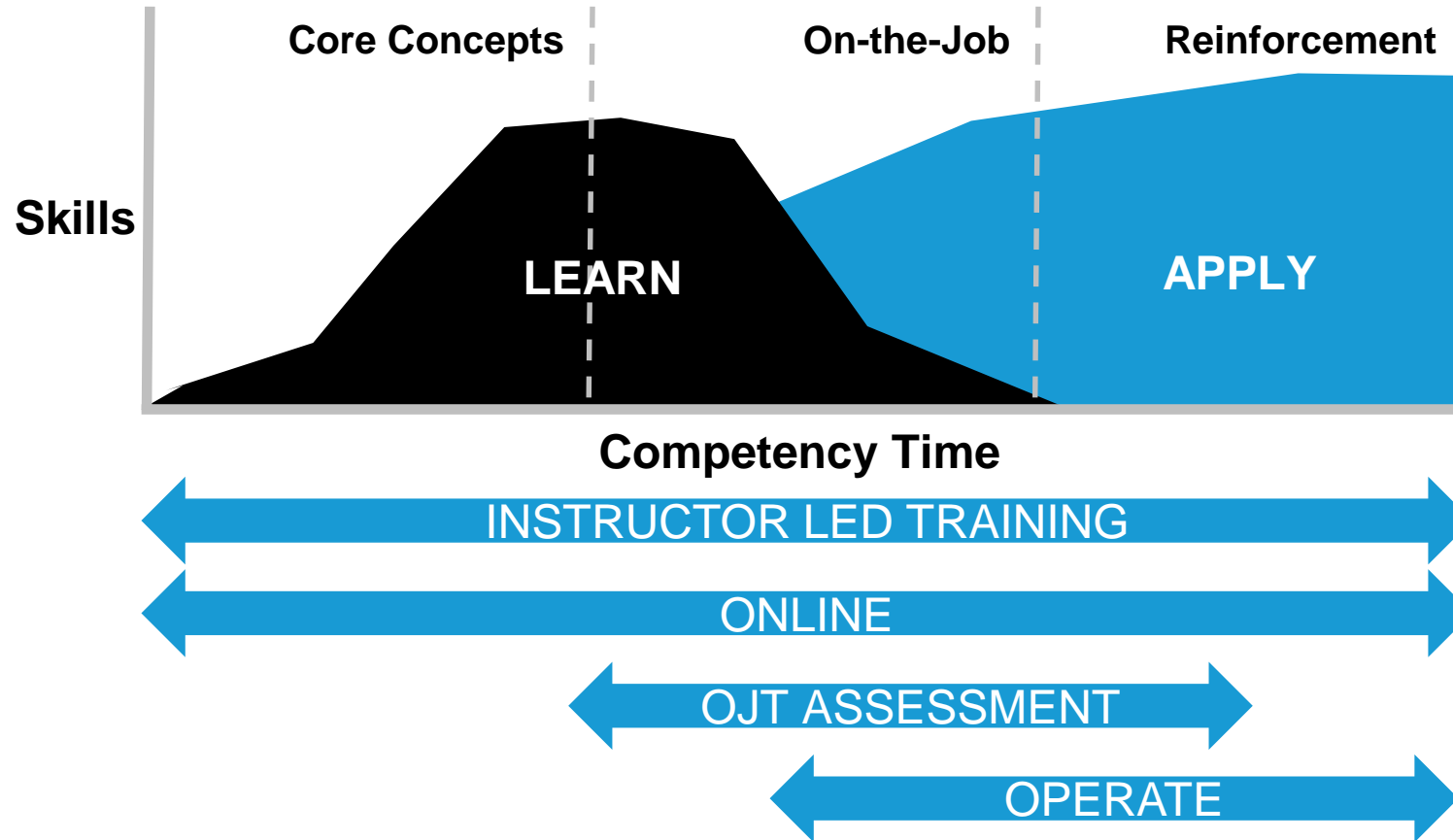
# How do we Fill Positions in this Economic Environment?

- **Hire Individual who Already Possesses Skills & Experience**
- **Partner with or Recruit from Local Technical Schools**
- **Develop & Implement In-House Training Program**
  - **Where do we start?**

# Developing an In-House Training Program

- **Understanding of Needs and Skills for a Competent Employee**
- **Develop Training Pathway or Road Map of Training for Each Position**
  - Multi-level Progression Plan
  - Assessments to Prove Competency
  - Incentives Upon Level Completion
- **How to Implement Training:**
  - Classroom, E-learning, On-the-Job, Reinforcement

# Learning Curve



# Foundational Training Via Classroom & E-Learning

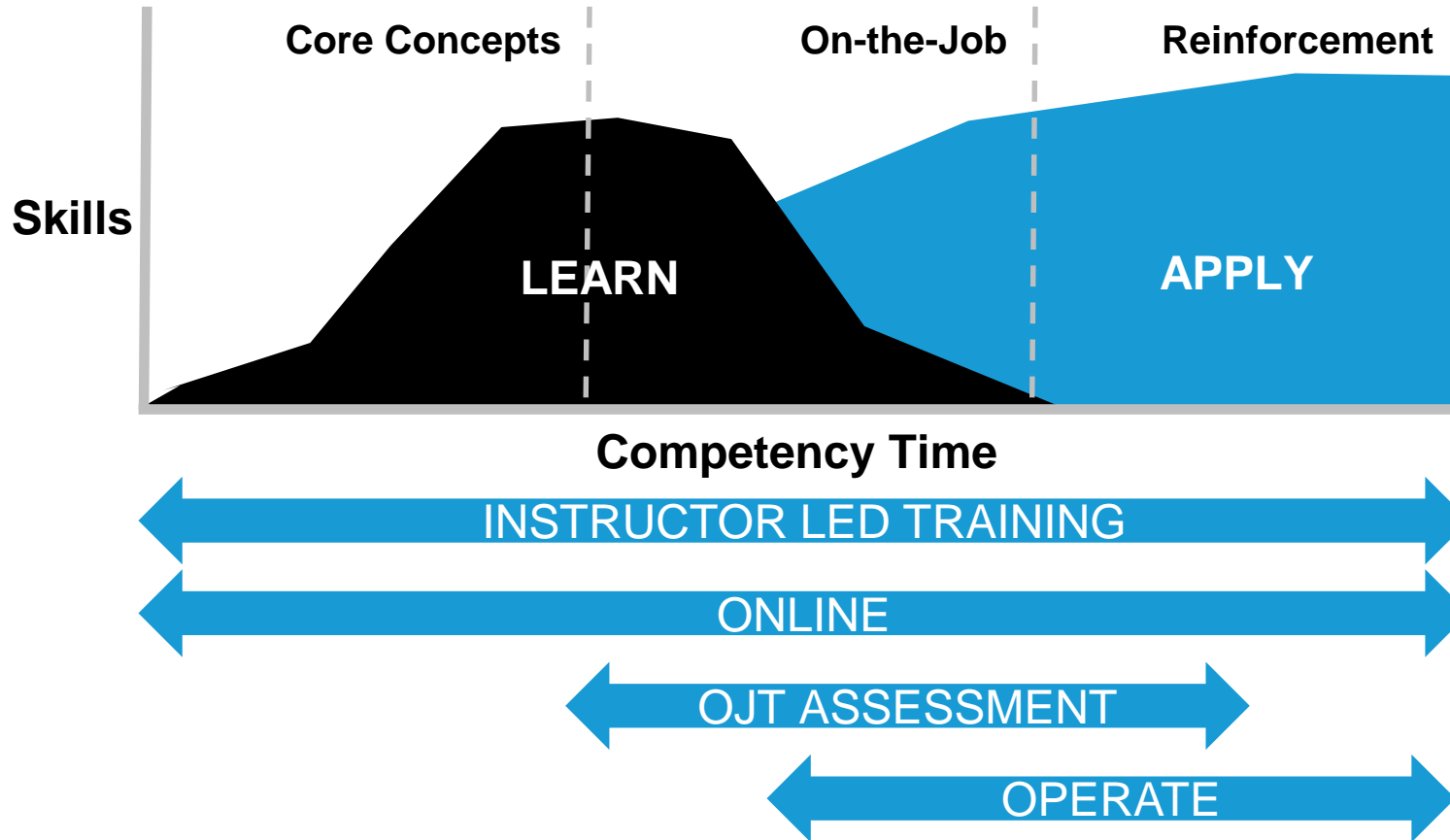
- **Classroom**

- Technical School
- In-house with your own Instructors
- Partner w/ a vendor like TPC Training
  - Onsite & Open Seminar Training

- **E-Learning**

- Online self-study, self paced
- Train anywhere at anytime as long as you have internet
- Custom Training Plan
- Management has ability to track, document, and report on training
- Ensure uniformity
- Complete control of curriculum to match needs

# Learning Curve



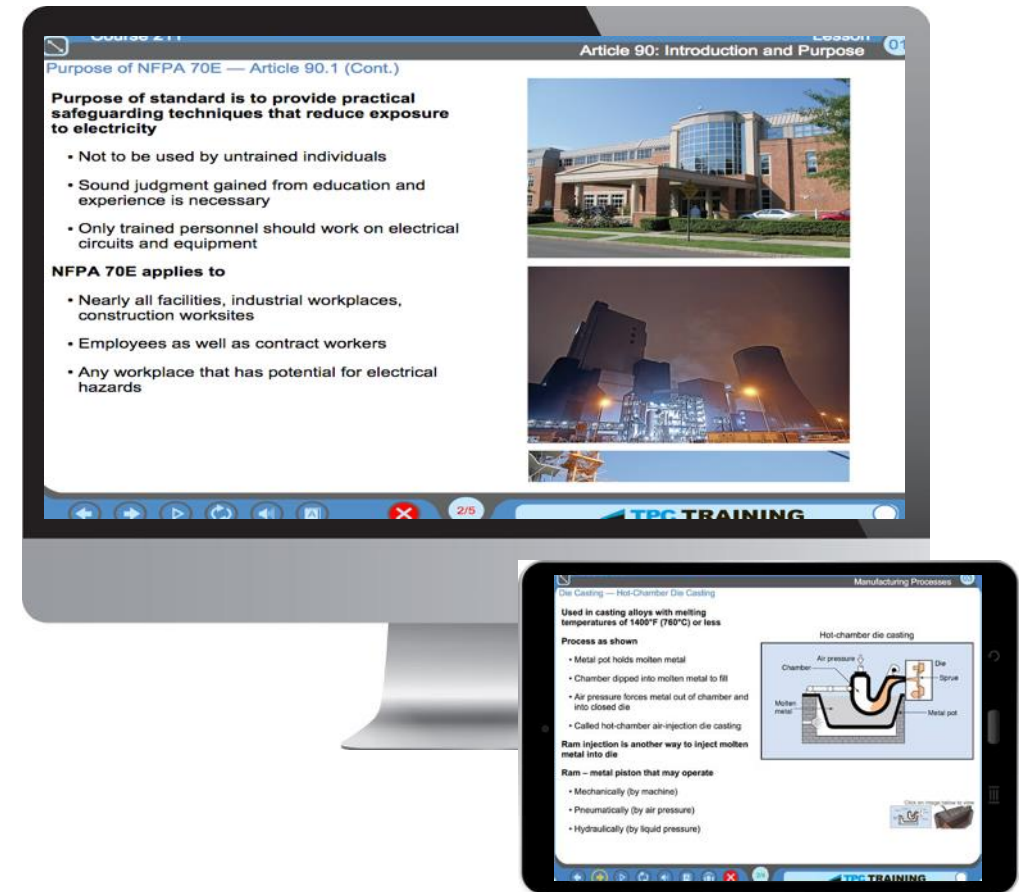
# How to Implement On-the-Job Training (OJTs)

## Three Phases

- **Observe**
- **Participate**
- **Qualified**

# Interactive E-Learning

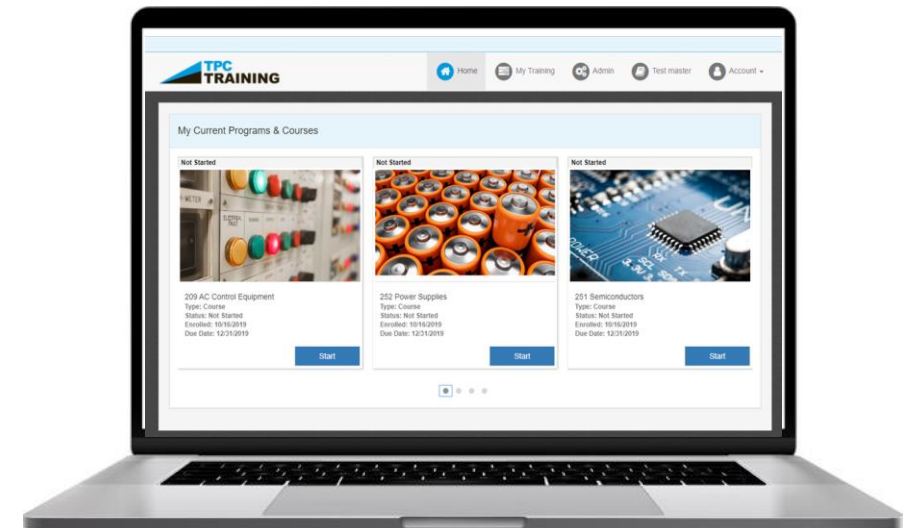
- Self-study, self-paced with bookmarking
- Full audio narration to support workers with limited reading or English language skills
- Photos, charts, graphics and animations included to help technicians visualize key concepts
- Interactive glossary
- Self-check exercises to ensure comprehension
- Printable study guides to support the learning process
- Pre- and Post-Test Assessments tied to every lesson



# TPC ONLINE

Web-based training through our industry-leading Learning Management System (LMS) and the deepest library of technical and safety content

- *Core Competencies* = Fundamentals, Electrical, Mechanical
- *Specific Competencies* (Process Instrumentation, PLC, Welding, Rigging, etc.)
- Modular design allows to develop custom training curricula to meet specific needs
- Each Course = 5-10 hour duration (each Lesson is 1 hr)
- Deep technical knowledge presented in a practical format
- How things work, why they work
- Self-study: audio narration, illustrations/animations, exercises, glossary, study guides





# Maintenance, Operator & Technical Skills Library

## **AC & Refrigeration, Building Grounds and Maintenance, Energy Conservation and Material Handling Systems**

- AC & Refrigeration
- Building Grounds and Maintenance
- Energy Conservation
- Material Handling Systems

## **Regulatory Compliance**

## **General Safety and Health**

## **Mechanical Maintenance Applications, Water/Wastewater Treatment, Maintenance Management, Safety Training**

- Mechanical Maintenance Applications
- Water/Wastewater Treatment
- Maintenance Management
- Safety Training

## **Fundamentals, Electrical Systems and Mechanical Systems**

- Fundamentals
- Electrical Systems
- Mechanical Systems

# Safety Library

- 130+ safety courses (general, regulatory/compliance, laboratory, HAZWOPER series)
- OSHA 10-30 equivalent
- Align to your safety requirements
- Full motion video, duration 35-45 minutes each
- Self-study interactive features (full audio narration, periodic quizzing w/forced remediation, pre- and post-tests)
- Applies to many beyond maintenance workers



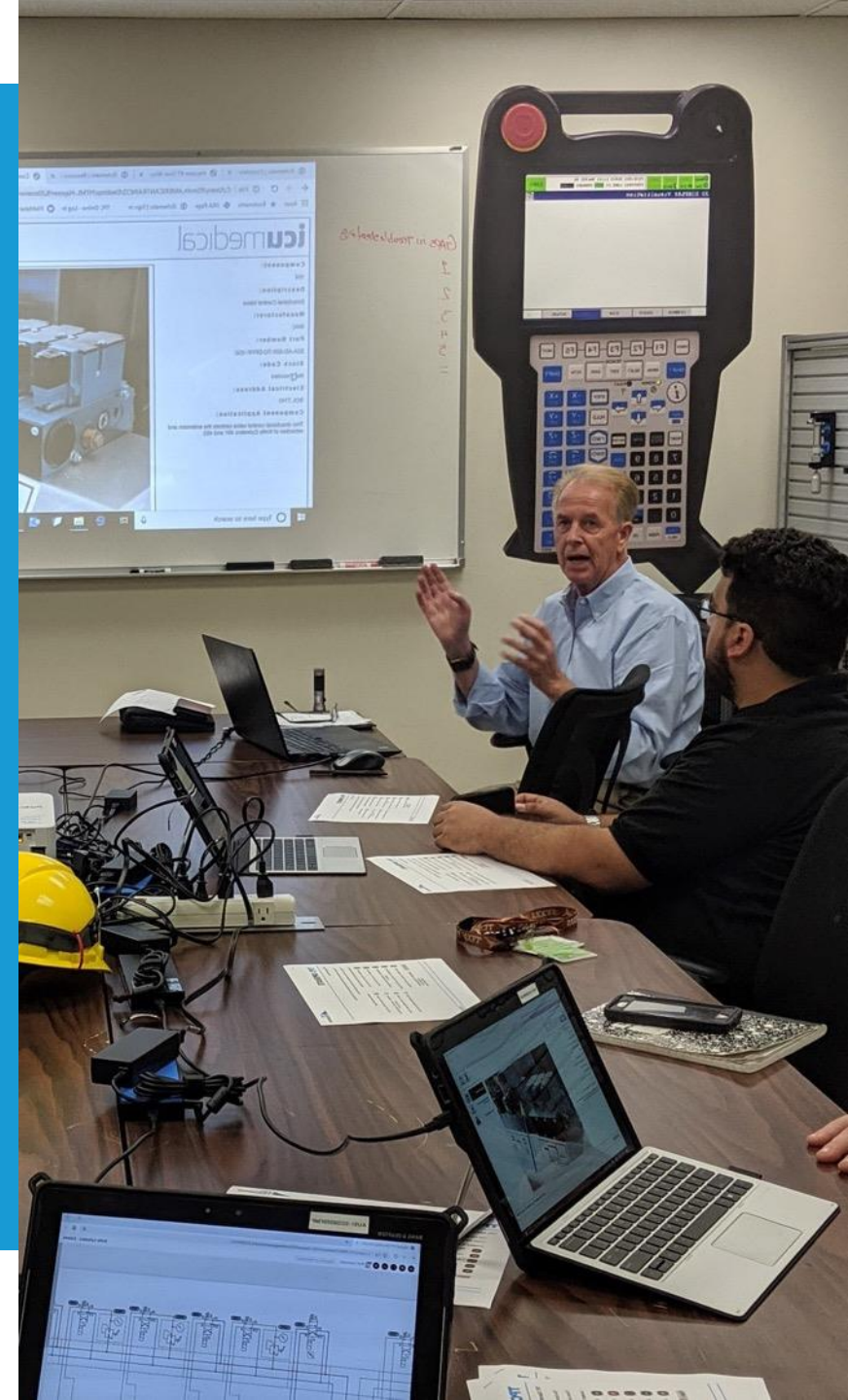
# Instructor-Led Training

Bring training onsite to your facility that is customized to your facility's own needs and equipment

\*New *Virtual* option for benefits of live instruction with the convenience & cost savings of online learning. Dynamic virtual classrooms w/personalized attention.

“ The training was excellent! Our employees learned a lot and we intend to take this valuable knowledge out into the field. I would highly recommend to other companies.

*Joel F., Field Service Supervisor  
Western Energy Systems*



# Customized Training

Custom needs analysis and training program development customized to your workforce, equipment, facility, and goals

TPC will utilize a dedicated onsite team to gather plant specific data and organize it for tailored content development. Typical projects include:

- Documenting critical procedures.
- Developing detailed work instructions with visual references.
- Creating e-learning and animations for training and reference purposes.



# Questions

