



FRED PRYOR SEMINARS CAREERTRACK

CASE STUDY MULTIVAC



SITUATION

MULTIVAC is an international packaging company with more than 5,000 employees worldwide, serving thousands of clients primarily in the food, healthcare, industrial and consumer goods industries.

Like many organizations, its workforce is diverse and complex. Those working in departments such as sales require different competency training than those in packaging design. Many U.S. team members, especially those in manufacturing, are required to complete compliance education for OSHA and other legally mandated topics.

Hiring and retaining the right employees recently became more challenging with MULTIVAC's significant and rapid growth, as well as a low unemployment rate leading to a limited pool of applicants.

The simultaneous nature of hiring, onboarding, training, retaining and growing employees requires a paradigm shift and special focus on targeting core competencies matched to individual positions.

“Our company has experienced significant growth in a very short time. We know that adding high performers to our team is critical to keeping our customer service levels high, but we also know simply adding head-count isn't the only solution. We are committed to elevating our talent's skillsets through structured collaboration with Pryor Learning Solutions.”

- **Christine Regan, Sr. Director of Human Resources, MULTIVAC**



SOLUTIONS

Historically, MULTIVAC U.S. has taken advantage of Pryor Learning Solutions' onsite workshops and live seminars. MULTIVAC's U.S. expanding workforce and employee workloads demanded an expansion of professional development offerings beyond historical usage. To that end, in coordination with department managers, employees identify and select specific courses they need to enhance their performance and fill skill gaps. From here, Pryor+ determines core competency training curriculums for all employees. As new employees onboard, they will learn about the Pryor+ system and work with their supervisors to create a customized training curriculum.

Pryor+ allows learners to track their progress, participate in courses that fit their schedules and receive deadline reminders and notifications of required courses, in addition to earning professional certifications and course credits.

RESULT

- More than 90% of MULTIVAC's U.S. workers have completed a course through Pryor+.
- Using Pryor+ standard features such as due dates, reminder emails, trackable reporting, etc., employee engagement with its training tools increased by 42%.
- MULTIVAC U.S.'s overall turnover is around 10%, which is low within its industry. The company believes that number can be attributed, in part, to the company's investment in its employees' professional growth.

- MULTIVAC U.S. can ensure its employees are 100% compliant with all regulatory and legally mandated training.



WHAT'S NEXT?

Pryor Learning Solutions is working with MULTIVAC U.S. on identifying competencies associated with specific jobs and creating position-specific curriculums. Employees can work with their supervisors to identify competency gaps and courses that will help them perform at peak levels to optimize their potential for advancement within the company. The completion of certain courses may be incorporated into employee performance reviews.

MULTIVAC is also exploring ways to incorporate and/or complement Pryor+ with the Learning Management System used by its international headquarters in Germany.