

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.”

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

SOLUTIONS

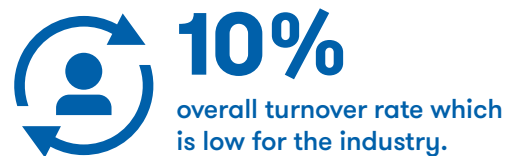
Historically, MULTIVAC U.S. has taken advantage of Pryor Learning's onsite workshops and live seminars. MULTIVAC's U.S. expanding workforce and employee workloads demanded an expansion of professional development offerings beyond historical usage. To that end, in coordination with department managers, 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 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.

ABOUT MULTIVAC

MULTIVAC is a leading worldwide provider of packaging solutions used to pack a range of products including food products, health care products, industrial and consumer goods. Its product portfolio is broad and covers nearly all the needs of the customer and includes—in addition to thermoforming packaging machines—tray sealers, chamber machines, labelling and quality inspection systems, and even turnkey production lines. The company provides its customers with knowledge of processes and systems, and offers one-stop-shop of integrated advisory services.

The MULTIVAC Group operates with international headquarters in Wolfertschwenden, Germany and employs more than 5,000 worldwide, with 75 subsidiaries positioning the company on all continents. The market position of the MULTIVAC Group is built on innovative, state of the art technology, as well as comprehensive product expertise and many years of experience in this field.

ABOUT PRYOR LEARNING

Since Fred Pryor pioneered the one-day seminar in 1970, Pryor has helped more than 11 million people reach their career goals by offering comprehensive, affordable and convenient business, compliance and safety training. Staying true to Fred's mission to deliver the best and most cost-efficient continuous learning experience continues with Pryor Learning's true blended learning approach that includes more than 7,000 live seminars and more than 4,700 online courses.

