



**SIEMENS**

Performance improvement starts with results in mind

# The case for workforce performance improvement

A recent report from Deloitte and the Manufacturing Institute (MI) projects more than three million U.S. manufacturing jobs will open up over the next decade. Two million of those vacancies are expected to go unfilled.

Experts have warned for years about the manufacturing workforce reality created by retiring baby boomers taking decades of knowledge with them as they leave. While candidates are lining up for these jobs, many do not yet have the digital skills required for the changing workplace creating a manufacturing skills gap challenge.

The solution to bridging the skills gap is to improve performance by identifying and increasing the related competencies for the specific job/role, thereby increasing job performance as well as overall organizational performance.

## **Workforce Performance Improvement**

Siemens Workforce Performance Improvement program is a well-defined, six-stage cyclic program providing transparency into employee job skills for success. Our program begins by aligning current worker competency to business targets.

Each of the six stages have been carefully designed with the end in mind. The improvement process begins by identifying your key performance indicators (KPI) related to workforce learning.

As part of the process, employees are evaluated and set on purposeful and sustainable performance-based skill development paths – paths which result in a highly skilled, confident and motivated workforce. This, in turn, results in less downtime, reduced turnover and, ultimately, an improved bottom line for your operation.

Siemens approaches the learning process from your business perspective. We have a common goal: improving job performance based on your business needs.

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## Program elements for Workforce Performance Improvement



### Contact us today:

Phone: 800.241.4453

Email: [sitrain.businessdevelopment.industry.gs@siemens.com](mailto:sitrain.businessdevelopment.industry.gs@siemens.com)

### Visit our website:

[usa.siemens.com/sitrain](http://usa.siemens.com/sitrain) for more information about Technical Learning Services.

Siemens Industry, Inc.  
5300 Triangle Parkway, Suite 100  
Norcross, GA 30092

1-800-241-4453  
[sitrain.registrar.industry@siemens.com](mailto:sitrain.registrar.industry@siemens.com)

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