WORKFORGE | SWISS-TECH, LLC

SWISS-TECH SLASHES ONBOARDING TIME AND BOOSTS PRODUCTIVITY

Case Study Summary

Swiss-Tech, a precision Swiss-machining manufacturing company, faced challenges with inconsistent onboarding that caused delays, waste, and high turnover. By implementing a customized L&D solution from WorkForge, they created a unified LMS with Swiss-Tech's own materials and WorkForge's full content library, and crafted automated, standardized and role-specific training. This reduced onboarding costs by 88%, improved employee retention, and enabled faster productivity from new hires, even those with no prior experience.

The Challenge

Before partnering with WorkForge, Swiss-Tech's onboarding process was inconsistent and inefficient. Training approaches and methods varied from trainer to trainer, leaving new employees confused and underprepared. Lack of standardized training resulted in:

- Average onboarding taking up to 8 weeks
- Delayed productivity and lower production volume
- Increased machine downtime and material waste
- High employee turnover

These challenges were hurting both operational efficiency and the bottom line. Swiss-Tech's workforce also boasts a mix of English and Spanish speakers, so it required a solution with flexible training translation options.

Swiss-Tech recognized they needed to standardize training across the company to accelerate their time-to-productivity, reduce waste and downtime, and increase their output.

The WorkForge Solution

Swiss-Tech partnered with WorkForge to overhaul its training strategy. WorkForge conducted a full audit of Swiss Tech's training processes and talent development program, then recommended and implemented a customized solution for Swiss-Tech that included:

Access to WorkForge's online skills training library

Integration of Swiss-Tech's existing shop-specific training materials

Delivery of both sources of content through WorkForge's unified LMS platform with progress tracking, record retention and reporting

Ongoing implementation and operations support

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Optimizing their Onboarding Approach

Swiss-Tech landed a defense contractor client that significantly increased business and its hiring needs substantially. Within 9 months, the company's workforce increased by 25%.

To effectively meet this hiring demand, Swiss-Tech decided to reorganize their training into smaller chunks and structure it into job-specific Learning Paths with milestone training sessions and official check ins on Day 1, 30, 60 and 90. Each job-specific Learning Path during these four training points included:

- Safety and onboarding training (a mix of Swiss-Tech created material and WorkForge's content).
- Specialized training from WorkForge to help the employee progress through a Learning Path, specifically structured for their role.
- Job-specific machine training, done on-site in a hands-on setting and tracked via Check Lists, housed in the WorkForge LMS.

Once employees completed their online courses and demonstrated hands-on proficiency through in-person training checklists, they were marked as competent – enabling automated reporting and compliance tracking.

Since deploying this new approach, Swiss-Tech's employee feedback was that the onboarding process was simpler to digest, better for retention, and more enjoyable.

Results

After implementing WorkForge, Swiss-Tech saw dramatic and measurable results:

- Onboarding time was cut from **8 weeks to roughly 1 week**.
- Initial onboarding costs for time alone were reduced by **88%**.
- New hires became fully productive in under **one month**, even without prior machining experience.
- They've hired 54 new employees – with a **65% retention rate**.
- Employees are reporting **higher satisfaction, better retention of material, and more engaging training**.

With WorkForge, Swiss-Tech now confidently hires and trains talent with no prior machining background and gets them safely and successfully on the floor in record time.

Cost Comparison
Before and After with WorkForge

	Before WorkForge	After WorkForge
Starting Pay	$15 / hour	**$15 / hour**
Onboard Duration	8 weeks	**~1 week**
Total Training Investment	$4,800 per employee	**$600 per employee**

▶ **Swiss-Tech saves $4,200 per employee through onboarding with WorkForge!**