

RIDING THE SILVER TSUNAMI:
Preserve institutional knowledge before retirement

HOW TO CREATE SEAMLESS EMPLOYEE TRAINING TRANSITIONS



According to CBS News, 2024 will be a record-breaking year for retirement in the U.S., with an average of 11,200 Americans turning 65 daily. This historic surge is predicted to continue through 2027. With significant departure rates, preserving and transferring institutional knowledge is critical. Seasoned employees play a crucial role in training new hires, but tracking its completion and effectiveness is challenging.

A staggering 71% of manufacturing training relies on informal methods, such as on-the-job shadowing, which can perpetuate suboptimal practices. This lack of consistency poses a threat to quality and safety. Standardizing training through a program like WorkForge can mitigate these risks, ensuring seamless transitions and preparedness for turnover.

Key Solutions to Retain and Improve Institutional Knowledge

Ensure wisdom, expertise and all knowledge is transferred to the next generation by taking the following steps:

Preserve Unique Knowledge



No two food facilities are exactly alike, and your training shouldn't be either. WorkForge can capture your specialized processes and proprietary machines, creating scalable and tailored training. Your team receives the exact knowledge they need to execute, every time and in their native language.

Improve Knowledge Transfer and Retention



Consolidate and centralize all your training with WorkForge's Career Pathways and robust Learning Management System. According to LinkedIn, employees with clear career paths are 2.5 times more likely to stay. With over 900+ modules to choose from, WorkForge will help you configure diverse career paths to develop future leaders.

Track Progress and Compliance



Track workforce development with WorkForge's skills tracking and analytics. Monitor skill acquisition, employee progress, identify areas for improvement, and ensure compliance. With clear reporting through WorkForge's Skills Matrix, you can prevent the loss of critical knowledge from an employee's departure.

Utilizing eLearning to Drive Meaningful Knowledge Transfer

According to the Research Institute of America, eLearning demonstrates a remarkable **25-30% increase in knowledge retention**, significantly outpacing the low 8-10% retention rates of face-to-face training.

Additionally, eLearning demands considerably less time than traditional classroom settings. By breaking down online learning into bite-sized micro-modules, employees can efficiently engage in task-specific training, facilitate knowledge transfers, and grasp troubleshooting skills - all while preserving valuable working hours.

What Our Clients Are Saying

▶ **85%**

of WorkForge clients surveyed said Training Consistency Across Shifts was Very Important.

▶ **100%**

of WorkForge clients surveyed said having a process for Capturing and Transferring Employee Knowledge was Important or Very Important.

WHY ONLINE LEARNING WORKS



Clearly Defined Learning Levels



Narration and Written Instructions



Multilingual Options



Interactive Tests and Assessments



Animation and Video



Gamification and Interactive Learning



Book a demo to learn more

WorkForge offers a learning management solution that engages and develops your workforce while supporting compliance and quality requirements in the food industry. Book a demo and take the first step toward ensuring a skilled, engaged, and prepared employees, from hire to retire.

