

**Here is how we
managed and automated
Louisiana Machinery's
TCDP competency
development for
each employee**

ABOUT THE CLIENT

Louisiana Machinery is LA's source for Cat Engine Power for Marine, Petroleum, Truck, Industrial or Electric Power Generation needs. They sell new and used CAT equipment as well as offer a rental service.



CHALLENGES FACED






- 👍 Caterpillar dealers have always been known for the excellence of their training along with the professionalism and longevity of their technical work-force.
- 👍 So, when Caterpillar Corporation changed from course-based training to skills-based development, Louisiana Machinery wanted to capitalize on the strengths of the new TCDP approach without losing the essential legacy training information belonging to their long-term employees.
- 👍 To do this, the Learning Management System had to be flexible enough to do both.

SOLUTIONS DELIVERED

- 👍 Louisiana Machinery first mapped out the tasks and skills need for each job.
- 👍 Next they determined which training courses provide the information needed to get each skill or task. Gyrus' part in the process was to provide the GyrusAim competency based Learning Management System and help work out how it would be used to meet the highly specialized training needs of TCDP development.
- 👍 The system is well suited to manage myriad details and long term individual development plans for each technician. It provides up to the minute information for every individual technician, progress information for his/her supervisor, and complete reporting for all management levels.



IMPACT MADE

-  At Louisiana Machinery, technicians enter into a 7-year development program organized into professional levels depending on their job. Each level contains 200 to 300 TCDP competency requirements. The requirements are met by completing a rigorous regimen of on-the-job, classroom training, computer-based eLearning, and testing.
-  The greatest efficiencies of training and employee productivity have been achieved by using more blended learning which combines eLearning and Instructor-Led training to maximize the advantages of both. This has led to improved quality of training and significant reductions in employee “downtime” while training.
-  Managing all of the development requirements, training options, and schedules in a single system for each technician required careful planning and a powerful yet very flexible competency-based Learning Management System.
-  GyrusAim updated existing courses to skills-based training and properly credited each technician with the skills they have learned through years of training and experience.
-  In this way, even a 25+ year employee will have detailed and up-to-date transcripts containing courses completed, skills or



HERE'S WHAT LOUISIANA MACHINERY THINKS ABOUT THEIR EXPERIENCE WITH GYRUSAIM!



FUNCTIONALITY

“We believe that the excellence and growth of our company are directly tied to the ever-improving skill of our technicians. GyrusAim gives us the tool we need to manage and automate the TCDP competency development of each employee.”



RECOMMENDATIONS

“Our past business practices often come out to haunt us in today’s world. GyrusAim is a great tool for supporting change, skills development, and employee proficiency.”

**DEVELOP A COMPREHENSIVE SKILL
DEVELOPMENT PROGRAM WITH GYRUS**

To know more, visit

www.gyrus.com or call us at Sales: 1-888-Go-Gyrus