

GRAVURE TRAINING

presented by

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OUR PRESSROOM

- 8 GRAVURE PRESSES
- 3 SHIFTS
- 2 – 3 OPERATORS PER PRESS
- LP & AP
- AVG. EXPERIENCE

IMPORTANCE OF TRAINING PROGRAM

- CHANGE
- COST AVOIDANCE
- REDUCE THE LEARNING CURVE

CHANGE

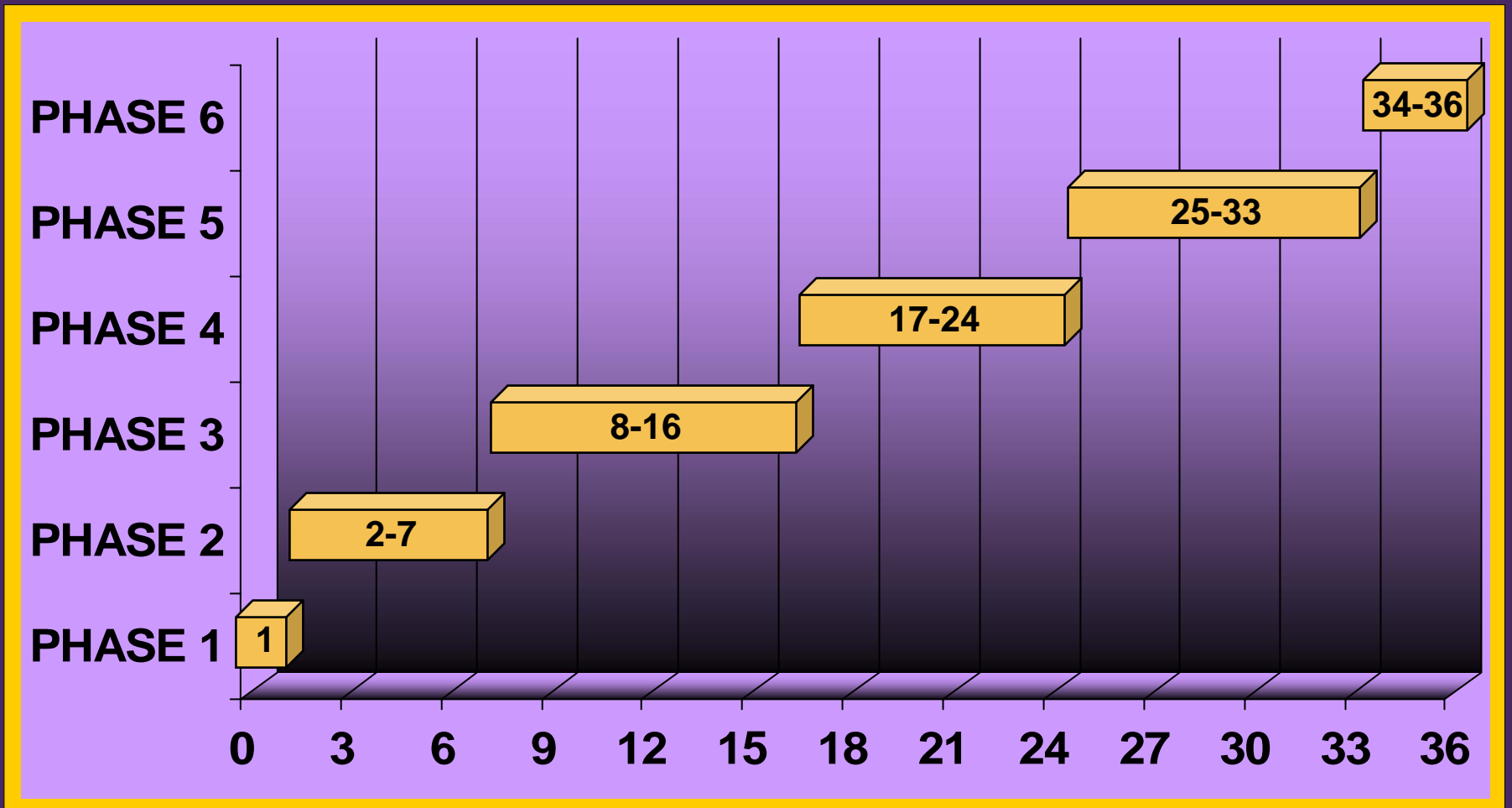
- **SENIOR WORK FORCE**
 - VACATION
 - AGE/HEALTH
- **LEAN MANUFACTURING**
 - CROSS DEPARTMENTAL SUPPORT
- **INNOVATION**
 - INNOVATIVE OPERATION

COST AVOIDANCE

- **INJURY**
- **WASTE**
- **INEFFICIENT**
- **QUALITY**

REDUCING THE CURVE

3 YEAR PROGRAM / 6 PHASES



TRAINEE RECEIVES

- **ORIENTATION**

tell me...

- **“RED BOOK”**

- **METRICS**

show me...

- **OJT**

let me...

- **EVALUATIONS**

- **TESTED**

assess me...

REDUCING THE CURVE USING METRICS

IMPLEMENT

Provide goals
based on objectives
from skills metrics

MEASURE

Monitor learning and
address skills gaps

DEVELOP

Provide platforms for
continuous learning
of skills

CORE COMPETENCIES

PHASES 1 - 2

- **SAFETY**
- **COMPONENTS**
- **MAKE READY**
- **ROLL / WEB**
- **INK**
- **INFORMATION**
- **PRESS / CONTROLS**

CORE COMPETENCIES

PHASES 3 - 4

- REGISTER
- SLIT
- QUALITY
- TPM
- COLOR
- ORGANIZATION

CORE COMPETENCIES

PHASES 5 - 6

- **CROSS TRAIN**
- **DEMONSTRATE ABILITY TO OPERATE PRESS IN THE LEAD POSITION**

DEPARTMENT METRICS

- MAKE READY EFFICIENCY
- COK TIME / WASTE
- RUN EFFICIENCY
- QUALITY / MIR
- DOWNTIME / CODE 70
- TEAMWORK

TRAINING PROGRAM

- ALLOW CREWS TO KEEP UP WITH CHANGES AND KEEP DEPARTMENT FLEXIBLE
- AVOID UNECESSARY COSTS
- REDUCE TIME INVOLVED WITH CREATING EFFECTIVE OPERATORS