



USE CASE: CUSTOMIZED TECHNICAL ONBOARDING SAVES COMPANY TIME & MONEY WITH NEW ENGINEERING HIRES

CASE STUDY

Lhp

PROJECT SUMMARY

Engineering Technical Onboarding Program (eTOP) specifically addresses the technical aspect of onboarding engineers. Modules are designed based on the specific tools, processes, and IP of the Client. Every person associated in eTOP must take an IP course dictated by the Client to ensure confidentiality. Modules are then delivered by trainers who double as the doer, enhancing the technical knowledge and understanding of the tasks needed to get from Point A to Point B. Each student uses his company-issued computer, set up with the necessary access and permissions needed to be successful during technical onboarding. Coupled into the technical modules are soft skills trainings that touch on all aspects of how to become a better teammate, both within the organizational group and cross-functionally. In an effort to provide a higher percentage of knowledge retention, all materials are housed in the Client's learning system. To foster communication between the student and their manager, recaps of the modules' learning objectives and talking points are emailed weekly. Surveys are sent to each manager 2 months after the student graduates to gauge retention and job performance.

CHALLENGES

In these times of doing more with less, new employees are often onboarded in a crash course or on-the-job training. Despite a rigorous interviewing and selection process, newly hired engineering employees are often found to be low producers for months after they are hired. It is commonplace that assigned mentors are too busy to properly provide a quality ramp-up for new engineers, resulting in a less-technical engineering workforce.

SOLUTIONS

LHP's eTOP closed the client's existing gap by delivering highly focused training modules for the newly-hired engineers



ABOUT THE PROJECT

Industry

- On-Highway, Off-Highway, Industrial

Company Name

- Automotive OEM

Tools/ Technologies/ Skills

- Simulink
- CAN J1939 Protocol
- PTC Integrity
- Client's Internal tools: MBD, Calibration, Testing Platforms
- Industry Drivers: ISO 26262, AUTOSAR, ADAS, ASPICE
- Soft Skills: Active Listening, Building Presentations with PowerPoint, Presenting with Impact, Meeting Preparation, Running Effective Meetings, Communication Etiquette and Effectiveness

Goals of the Project

- The Client's goal was to have their newly hired embedded engineers trained on their tools, processes, and IP, through project-based training.
- Trainees to experience a broader understanding of embedded controls engineering, specific to the client.
- Provide non-technical soft skills learning modules to improve communication both on home team as well as cross-functionally.

Application Area

- LHP eTOP - Technical training using customer's process, hardware & software tools, and intellectual property. Instructor-led training.

that covered each milestone in the engineering V-model. The modules were centered around the client's existing tools and processes and allowed the newly-hired engineers to immerse themselves with real-life on-the-job training.

MAIN FEATURES

Over twenty-two business days, the eTOP modules were delivered by highly-skilled engineers who are proficient in their portion of the V-model and engineering toolsets. eTOP centered around an embedded controls project built with the client's tools, processes, and IP. Throughout the project, trainees received technical training as well as soft skills modules to enhance leadership, presentation, and communication skills. At the end of the program, the trainees presented the project and the benefit eTOP will have in their current engineering position and beyond.

understanding on what to expect from supportive teams and how to better support on projects outside their intended area. Additionally, eTOP provided clarity to the trainees' job responsibilities, and how his responsibilities affect the industry drivers both known and previously unknown.

RESULTS

By following the eTOP format, trainees gained practical hands-on experience and resulted in a faster ramp up than the Client's existing onboarding program. The module format allows for increased cross-functional

