



TOYOTETSU'S VIDEO ADVANTAGE

Faster, Smarter Training: Building A More Proficient Workforce With Panopto

Toyoda Iron Works Co. Ltd. (TOYOTETSU) is a Japan-based press parts manufacturer that designs and produces vehicle frame parts. With 10 factories in Japan alone and 16 more across 9 countries including America, China, Turkey, and Canada, the company supplies automotive companies globally.



Shifting workforce demographics led to training challenges

Facing a rapidly aging workforce and an influx of migrant workers, continuity of knowledge and best practices had become a grave issue. Senior employees had become accustomed to using handwritten notes to teach and pass information on to junior employees. This method gave rise to the human factor, whereby the quality of training would depend on who was giving the training.

"Until recently, for example, handwritten checklists and notes have been used to train new employees," shared Masato Nakamaki, TOYOTETSU Assistant General Manager, Human Resources and Administration, "However, these notes may be difficult to understand, leading to a training time of approximately 40 hours. With foreign labor in the mix, there is now a language barrier and gestures and hand actions were used to train them. This lengthened training times even further, hence exposing the limitations of handwritten notes for training."

Panopto's best-in-class training



Improve Efficiency

Reduce training time with scaled access to a video platform that meets modern demands for training



Standardize Training

Ensure quality of consistent training content without limitations on location or instructor



Upskill Talent

Invest in your workforce with integrated learning opportunities to support the acquisition of new skills

VIDEO BRINGS PRECISION TO TRAINING

To increase efficiency, TOYOTETSU tested the use of video for training, creating recordings of experienced employees performing their tasks. Early feedback was positive, particularly because of the video's ability to show delicate and precise maneuvers, creating an image of how to correctly complete tasks in the trainees' minds. Additionally, video training to help employees prepare for the National Trades Skills Test showed tremendous promise.

Despite the early effectiveness of video, few challenges remained. When employees wanted to revisit certain training videos, TOYOTETSU factory management observed:

- Transporting laptops to the factory daily became burdensome.
- With a limited number of laptops, employees could not complete the training they wanted to unless they shared laptops.
- Laptops became slow due to growing video storage.
- On-premise servers lacked storage space for the video library.
- Language barriers persisted.

TOYOTETSU began searching for a video content management system. Mr. Nakamaki said, "We started looking for a solution that could effectively manage our video contents. As we have contract and part-time workers, we wanted a solution with perfect user account management, secure video access and data storage and video recording and editing capabilities. For that, we shortlisted Panopto, while improving our networks and digital environment."

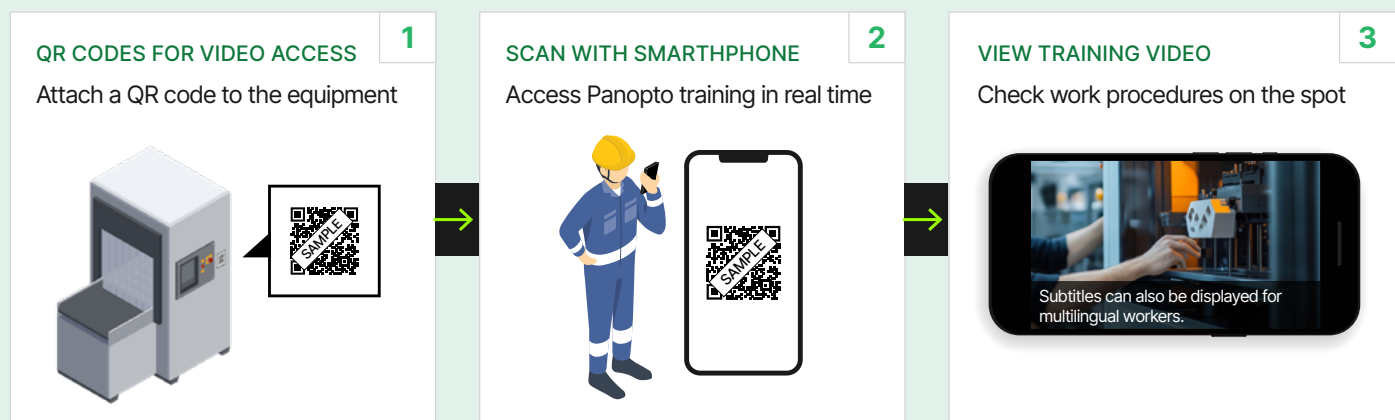
QR codes facilitated just-in-time training with Panopto

By moving away from handwritten notes to Panopto, TOYOTETSU unified its training resources under one single platform. This method involved pasting QR codes with embedded URLs to corresponding training videos directly on the equipment. Employees could then use their smartphones to engage in just-in-time training with Panopto on the production floor.

"By scanning the QR code pasted on the equipment using a smartphone, employees can learn the safe and proper way to handle that piece of equipment on the spot. Regardless of time and place, with Panopto, employees can review the steps required as many times as they need to,"

– Masato Nakamaki, TOYOTETSU Assistant General Manager, Human Resources and Administration

How QR codes scaled access to Panopto training



Additionally, with Panopto, TOYOTETSU had access to Automatic Speech Recognition (ASR) captioning, with support for video translation in more than 20 global languages.

TOYOTETSU cut employee onboarding time in half with Panopto training videos

By providing new employees access to asynchronous training while still being able to track their progress in Panopto. Onboarding training time has been cut in half, reduced from 40 to 20 hours. Through the use of Panopto, TOYOTETSU has managed to streamline training and improve knowledge share from other production lines, allowing more flexible labor distribution and better discovery of talent. Additionally, by using video to train employees for the National Trades Skills Test, passing rates have improved by 24%, reducing cost of examination retake fees.

TOYOTETSU found that regardless of time, place, or shift, junior employees could not only watch how senior employees handled the machinery, they could also record videos of themselves and compare it with their seniors.

Looking ahead

As TOYOTETSU continues the adoption of Panopto in all its locations globally, additional use cases have been explored. Ultimately, the company looks to reach global use of the platform.

"I plan to use Panopto for executive messaging and communications from the head office, as well as internal training," shared Emi Takahashi, TOYOTETSU's Head of Digital Infrastructure. "Additionally, I have been thinking of using Panopto to announce R&D press releases, inter-department activity reporting and to store lectures in Panopto. Currently, we are at Step 1 which is to ensure adoption of Panopto in the factory, Step 2 would be for head and staff offices to adopt Panopto and Step 3 is for global adoption."



Discover the future of video learning at panopto.com.