

# Using eLearning to Accelerate the Cross-Training Process



At one time, distinct craft lines seemed to be the only practical way to match skills with complex machinery needs. Today, however, craft lines do not need to remain so clearly defined and drawn. In fact, the average industrial worker may even feel stifled by specific craft lines.

By cross-training employees to learn and practice foundational, operational (servicing) and proficiency (adjust and replacement) skills, you can improve overall performance, teamwork and reliability.

Take this example from Michael H. Bos of the New Standard Institute. Traditionally, a change-out of a small motor could require an electrician

to disconnect the motor leads and a millwright or mechanic to disconnect the coupling, physically replace the motor, and perform the alignment. The electrician would then return to the job, reconnect the motor leads, check and possibly change rotation. The mechanic or millwright would, at this point, be able to connect the coupling halves to complete the job.



In reality, no more than one individual should be required on this job at any time, but trade distinctions often require the close scheduling of appropriate crafts. If the loss of this motor created downtime, both individuals would remain at the job site, performing only their particular job functions as needed. In trade craft dominated work environments, this situation may be even more complicated. The requirement for an operating engineer to physically remove and replace the motor may also exist.

With a multi-craft or cross-training approach, individuals would receive additional online training, beyond the normal skills required for their craft. The mechanic or millwright would be trained in the proper disconnecting and reconnecting of the motor leads, as well as how to change motor rotation. The electrician, in turn, would be trained in coupling disassembly and reassembly, as well as alignment methods. After this training, either individual would be qualified to perform the entire job alone.

RedVector's Multi-craft Online Training Curriculum can help your organization cross-train your operations and maintenance personnel. This eLearning curriculum contains nearly 300 online courses covering everything from electrical components and bearings to compressors and PLCs. Start empowering your team to work together, work proactively, and work smarter today!

View [RedVector's Multi-Craft Training Curriculum](#) for more information.

*By cross-training employees on foundational, operational (servicing) and proficiency (adjust and replacement) skills, businesses are improving overall performance and reliability.*