

# Manufacturing Cos Switch to Virtual Training

**FASTLANE** Covid-19 lockdown fast-tracked the adoption of technology by at least a decade

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**Pune:** Manufacturing companies have switched to virtual training for staff, especially shop floor workers, as traditional in-person training takes a hit in the Covid-19 pandemic situation.

Companies including L&T and Thermax have used the lockdown to train workers on behavioural, compliance and technical topics online, in addition to virtual training on safety protocols as they get back to work.

“Adoption of technology for skilling

in the manufacturing industry has moved up by almost 50-60% over the last two months,” said Neeti Sharma, senior vice-president at staffing firm TeamLease Services. Several companies across industry segments have been working on this shift.

At Larsen & Toubro, employees access a learning plat-

form that has a mix of technical and functional certification courses.

The platform takes into account factors like current skill and interest levels, learning styles and the skills required by the business, said Yogi Sriram, advisor to CEO and MD, Group HR, L&T. Certification courses on project management, health safety and environment, and value engineering have been popular during the lockdown.

“In some of the businesses, we have kiosks where workers can log in and learn more in a specific area of interest,” Sriram said.

L&T uses a feature called an “engagement meter” to gauge workers’ interest. “In virtual training, a big challenge is holding the attention of the participants without distractions. Through the “engagement meter”, the instructor gets to know about the engagement levels of participants and can make course corrections to get the class back to focus,” said Sriram.

Augmented reality and virtual reality solutions have also been adopted quickly during the lockdown. Some companies had been using AR/VR-based training systems for shop floor workers, but over the last few months there has been a spike.

ANIRBAN BORA



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**NEETI SHARMA**

Senior VP, TeamLease Services