

KSB

Elaborating a “**Job-specific**” reference frame and a **training** plan

The La Roche-Chalais KSB production unit has embarked upon a global approach regarding capitalisation of know-how and reinforcement of the “job” skills of its employees. It called on Cetim for the first stage of this immense programme.

The La Roche-Chalais KSB production unit has for several years now embarked upon a global knowledge capitalisation approach which is not only aimed at protecting “job” skills but also strengthening them. To this end, the company draws up structured training plans for each department and implements them by measuring their level of efficiency. *“We called on Cetim specialists to assist us in this job-related know-how capitalisation approach”*, explained Nathalie Selves, training and communication manager.

A close and active cooperation

The first step involved outlining the various jobs of the company and its know-how and drawing up a reference frame for these jobs which takes into account the requirements of the profession and specific practices of the company. The action led by Cetim in cooperation with the company concerned the sales department, the Competence Center Eau, the mechanical

engineering, the rubber and Danaïs assembly workshops, the logistics scheduling and quality departments. Sheets were drawn up on all these fields, job by job. Then, employees' skills were evaluated internally by the company managers. This data which was incorporated in Cetim Pactol software made it possible to highlight the needs of employees in terms of skills. The training department then drew up a suitable training plan.

“By comparing the level required for each job and the actual skills of employees we were able to identify the deviations and draw up a precise training plan adapted to the actual needs of each employee depending on the objective of each department”, confirmed Nathalie Selves.



The action did not stop there however!

“Ours is an iterative and global approach, added Nathalie Selves. We wanted a partner that understood our job logics and that could assist us in certain stages of our logbook. Cetim understood this by perfectly adapting itself to our global job and know-how capitalisation process.”

OUR CUSTOMER

Corporate name
KSB AG

Sales turnover
EUR 1,556.8 million

Workforce
13,058 people

Context
The factories of the KSB group worldwide manufacture ranges of pumps, valves and fittings. In France, KSB SAS has three production sites specialised per range of products. They export all over the world.

Cetim's asset



Cetim has a methodology (Pactole) and tools (reference sheets) which have been tried and tested in order to help companies in their skills-related management actions. Their characteristics: flexibility and user friendliness.