

TRAINING WITHIN INDUSTRY (TWI)



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ABSTRACT

- Training Within Industry's rich history originated in the United States in the 1940s where the program was a resounding success, boosting industrial production of war material beyond expectations. The program was born out of the need to rapidly train unskilled workers entering the war production workforce as many skilled laborers went off to war.
- The TWI Service was one of the first emergency services established during World War II by the U.S. Government War Production Board in the early 1940's.
- A national network of professionals was drafted from industry to develop techniques to quickly ramp up the production of war materials.
- The TWI Mission is To help industry to help itself to get out more materials than have ever been thought possible, and at constantly accelerating speed
- The real job had to be done by industry, within industry.
- By the end of the war over 1.6 million workers in roughly 16,500 plants had received certified training in TWI.

4-POINT METHOD OF PREPARATION, PRESENTATION, APPLICATION AND

Training Within Industry (TWI): Training Programs

1. Job Instruction (JI)

2. Job Methods (JM)

3. Job Relations (JR)

4. Program Development (PD)

Figure 1 : TWI 4 Point Method

• Job Instruction(JI)-

A course that taught trainers to train inexperienced workers faster. The instructors were taught to break down the job into closely defined steps, show the procedure while explaining the key points and reasons of key point.

The course emphasized the credo, "If the worker hasn't learned, the instructor hasn't taught".

• Job Methods (JM) –

A course that taught workers to objectively evaluate the efficiency of their job. If they determined some step could be done better by eliminating, combining, rearranging, or simplifying, they were to develop and apply the new method by selling it to the "boss" and co-workers, obtaining approval based on safety, quality, quantity, and cost, standardizing the new method, and giving credit

• Job Relations (JR) –

a course that taught supervisors to deal with workers effectively and fairly. It emphasized the lesson, "People Must Be Treated As Individuals".

• Program Development (PD) –

The meta-course that taught those with responsibility for the training function to assist the line organization in solving production problems through training.

CONCLUSION

Of the 600 client companies monitored by the TWI Service throughout the war:

- 86% increased production by at least 25%
- 100% reduced training time by 25% or more
- 88% reduced labor-hours by over 25%
- 55% reduced scrap by at least 25%
- 100% reduced grievances by more than 25%

FUTURE RESEARCH

- The companies can prepare themselves by predicting the future trend and training their workforce in that particular manner.
- The trainer's training can be improved by letting him go through various tasks.
- Other methods for TWI can be developed, by experience and evolution.

