



The Hidden Price of Neglecting Employee Training

By: Shane Vandekerkhof – Director, Client Development and Solutions



Capable Machines

Select a capable machine

View all machines

MACHINES

Name	Injection Unit	Clamp Unit
Microm, 32 mm	Yes	Yes



Introduction 01

RJG Mission

To empower the plastics industry to create positive changes in the world.

How We Do It:

We use a strategic combination of technology and knowledge to improve operational efficiency so injection molding professionals can make better parts for less!

Why Us:

We are industry experts who love what we do—watch molders around the world succeed.

We will leverage our decades of experience to build a success plan built around you.



A Global Company



Locations in 9 countries



80 qualified trainers worldwide



150+ employees worldwide



Some Statistics

- 3.5 Million new jobs by 2025
- 2 Million will go unfilled due to unskilled labor
- \$1 trillion loss to economy by 2030

Capable Machines

Select a capable machine

MACHINES



Cultural Impact 02

Cultural Impact

- ✓ Employer Brand
- ✓ Knowledge Culture
- ✓ Succession Planning
- ✓ Reduced Competitiveness
- ✓ Increased Engagement

An impactful onboarding and ongoing training program can reduce turnover by up to 50%

Capable Machines

Select a capable machine

MACHINES



Operational Impact 03

Operational Impact

- ✘ Disengaged Employees
- ✘ Disruption in Workflows
- ✘ Lost Productivity
- ✘ Cost of quality

Capable Machines

Select a capable machine

MACHINES



Financial Impact 04

Financial Impact

- Retention Challenges
- Loss of Intellectual Capital
- Onboarding of new employees
- Finding a replacement

What's the cost of turnover?

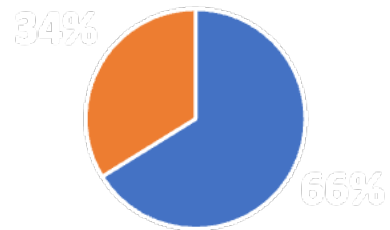
- a. 100% of the persons salary
- b. 150%
- c. 200%
- d. 300%

Quickest Way to Impact Profits

- \$10,000,000 Molder with 5% Profit Margin
- \$500,000 in profit / \$9,500,000 in cost
- Reduce cost by 2% through work force training
- Increased profit by \$190,000 to a total profit of \$690,000
- Equivalent to adding an additional \$3.75MM in revenue

RJG Drives FTE Efficiency

Respondents That Use Scientific Molding



■ Yes ■ No

92 respondents
61 of them use
Scientific molding

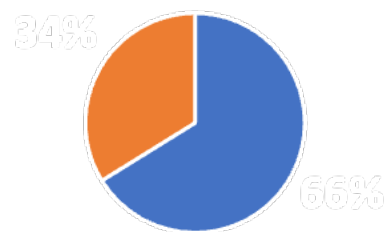
Value Add Efficiency



Up to
14% less
FTE

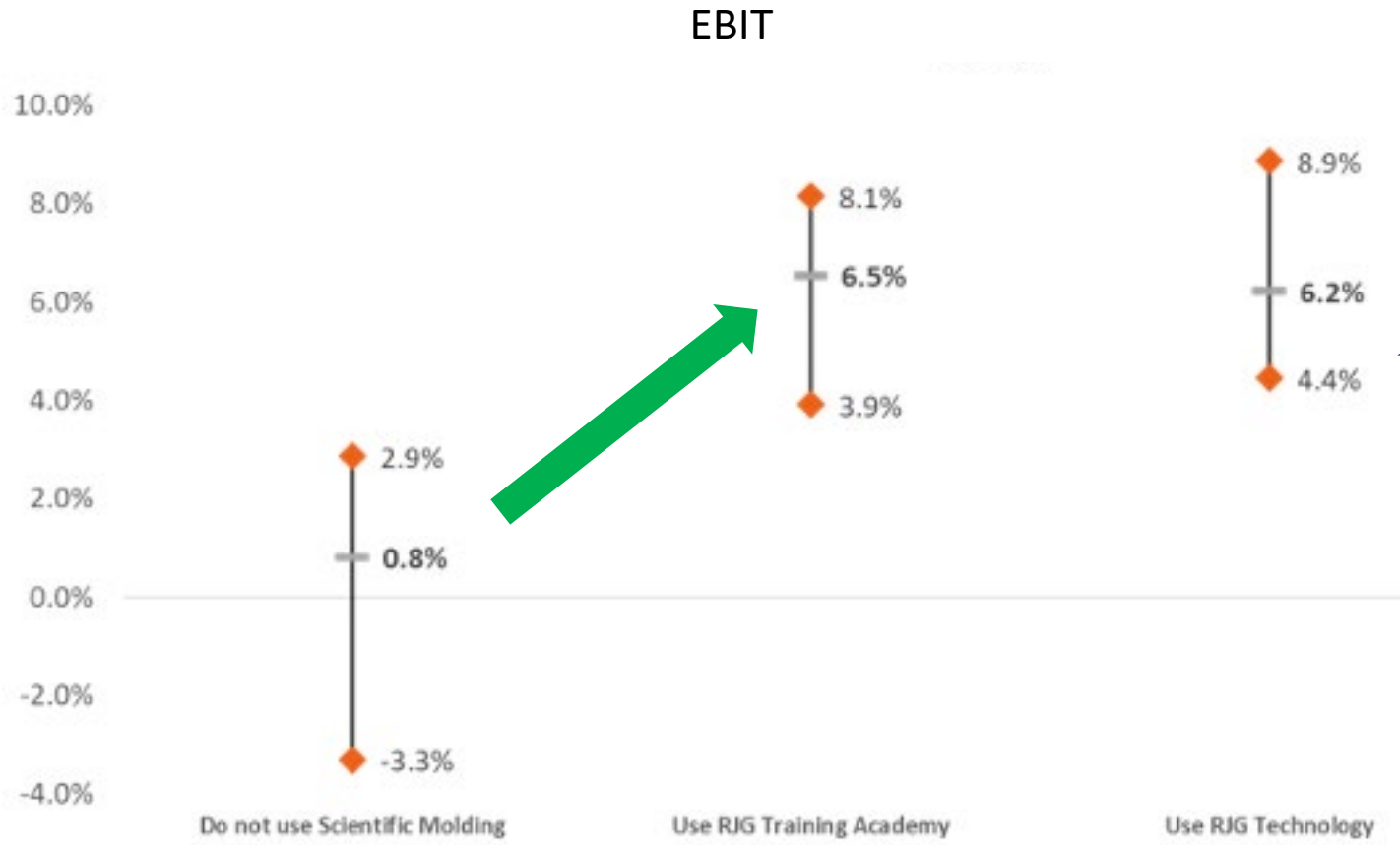
RJG Drives Profitability

Respondents That Use Scientific Molding



■ Yes ■ No

92 respondents
61 of them use Scientific molding



3x
more Top Performers use RJG

Equation: Profitability = EBIT / Revenue. Region: North America. Source: Harbour Results.



What We Offer

Overview 02



**MASTER
MOLDER®**



**SENSOR
SYSTEMS**



COPILOT®



THE HUB®



PRO-OP®



**TZERO®
CONSULTING**



**PROCESS
CONSULTING**

RJG Solution Suite



**Booth
W3973**