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Enhancing the On-Boarding Process

Amy Osborne

Training and Development Specialist

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BENEFITS OF IMPROVED ON-BOARDING

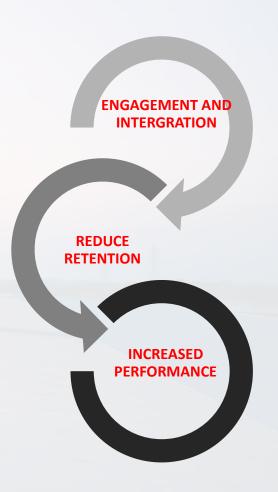
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Safety, Integrity, and Quality - our license to operate

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Positive Outcomes from Enhanced On-Boarding

01	Employee engagement and satisfaction	Welcoming new hires boosts engagement and satisfaction, fostering long-term loyalty to the company.
02	Faster Intergration	Structured on-boarding accelerates integration into company culture .
03	Reduced Turnover and Retention	Effective onboarding reduces early turnover, saving recruitment and training cost through better retention.
04	Increased Performance	On-boarded employees perform better with the knowledge and tools to succeed in their roles.



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TAILORING ON-BOARDING FOR DIFFERENT CATEGORIES

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Delivering training through both production and salaried positions

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Plan Build Operate & Maintain

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BEST PRACTICES FOR ENHANCING ON-BOARDING

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Fundamental steps for the evolution of on-boarding



Pre-arrival communication

 Starting on-boarding before day one with welcome emails and materials helps new hires feel prepared.

Trainer Support

Assigning
 trainers provides
 personal support and
 smooths team
 integration. Using detailed
 checklists ensures all on boarding steps are
 completed and reduces
 oversights.

Checklists and Continuous Feedback

 Collecting and using feedback from new hires helps improve the onboarding process continuously.

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OVERVIEW OF THE ON-BOARDING PROCESS

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Leading training capabilities to serve trainees throughout our factory





Communication



Welcome Orientation



Role-Specific Training



Ongoing Support and Feeback

New hires receive essential documents and first day information before joining Hitachi.

Orientation covers company mission, values, and organizational structure for new employees.

Employees get tailored training to equip them with tools and knowledge for their roles.

Weekly check-ins and performance reviews support through JIBs (job instruction breakdown) and identify development needs.



S-OJT: Structured on the Job Training

With training solutions, we help our new hires connect and bring structure to their physical and business processes.



Thank you

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