



# **WORKFORCE EXCELLENCE**

Enable workers to perform better through competency solutions coupled with autonomous worker assistance

**Honeywell**

Industrial organizations are speeding towards their digital future. New possibilities for optimization, new business models, and a skilled, agile workforce are at the forefront of this change. But all change comes with challenges.

Across much of the globe, experienced personnel are retiring in record numbers. Elsewhere, nationalization programs are transforming the workforce. Everywhere, operations personnel need to build resilience, boost productivity, and provide attractive careers for the next generation. Whether its demographic changes, competition or unexpected disruption, industrial sites need practical solutions to manage their human capital.

- **30%** percent of CEOs in the US cite workforce training as a top three critical area for collaboration with government in the coming years.<sup>1</sup>
- **94%** of employees globally say they would stay at a company longer if it invested in their learning and development.<sup>2</sup>
- **68%** of highly skilled workers speak positively about the impact intelligent technologies will have on their work.<sup>3</sup>

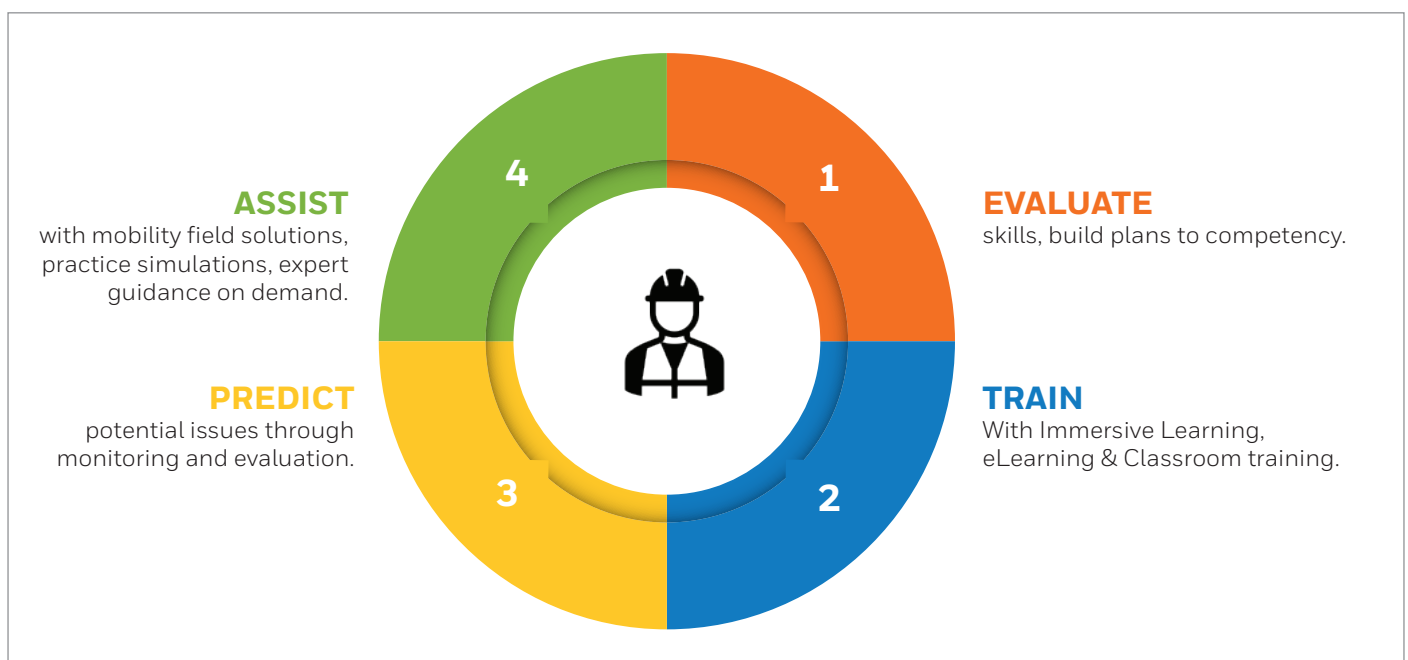
High performing companies of the future will focus on enabling their workforce to accomplish more with technology. They must foster new cultures that harness technology to enable people to constantly adapt and learn, create new solutions, drive change, and disrupt the status quo.

As the pace of digital transformation accelerates, it's more important than ever to prepare every worker to be part of this transition, aid them to acquire new competencies and skills to improve efficiency.

<sup>1</sup> Source: Deloitte Report)

<sup>2</sup> (Source: LinkedIn L&D report)

<sup>3</sup> (Source: Accenture report)



# MORE PRODUCTIVE AND COMPETENT

## **Making Every Worker Your Best Worker**

Workforce Excellence empowers each worker with insight and advice to elevate decision making, work more effectively, and help increase plant performance. This program is built around your people and defined by your business. Our consultative process is role-based and results-driven and tailored to meet your specific objectives. Both a concept and a set of practices and products, Workforce Excellence follows a detailed Process Map which outlines your customized Workforce Excellence journey. Technology and training are applied to achieve optimized plant and people performance.

## **Assessing Skills Gaps and Training Needs**

Every organization's training needs are unique. That's why Honeywell tailors' programs focused on roles that identify and address the key skills required by each worker to perform effectively and realize the business's goals.

For a more objective approach and added insights, we supplement traditional self-assessment and supervisor reviews with data analysis of on-the-job performance to identify gaps in knowledge and skills. Drawing value from your plant data, Honeywell pinpoints the tasks where trainees and experienced workers need interventions and craft programs to deliver better and faster results.

## **Avoid Potential Issues using Predictive Analysis**

Using machine learning algorithms, field operators can predict operations led issue which can cause process upsets or equipment damage. The corrective actions can be practiced by the field operator before actual, on-field execution. This will avoid operational errors to occur.

Experion® Highly Augmented Lookahead Operations (HALO) has

Operator Advisor solution. It enables plant owners to objectively measure gaps and drive operator effectiveness to the next level. It presents a consolidated scorecard of enterprise automation utilization and recommended steps to address performance-related gaps.

## **Training and Practice: Learning by Doing**

Expert trainers and advanced learning tools combine to offer a cost-effective solution to accelerate competencies. These could be in the form of traditional classroom-based teaching, on-site or at the Honeywell Academy; to hands-on practice and assessments in the form of simulation and sand-box solutions.

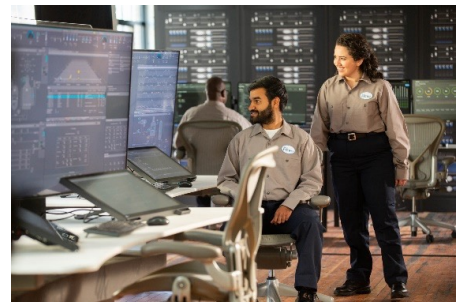
With options for Cloud-hosted training modules and e-learning solutions, Honeywell provides opportunities for workers to learn where and when it's convenient.

Our Immersive Field Simulator (IFS), a virtual reality (VR) and mixed-reality-based training tool incorporates a digital twin of physical plant operations to provide targeted, on-demand, skill-based training for workers. With IFS technology, plants can simulate scenarios such as primary failure and switchovers, and cable and power supply failures, that train and test personnel on their skills.

## **Field Assistance**

Our mobility solutions provide data, document, and workflow visualization on demand and in the field. They can capture knowledge and best practices and spread it across the operation, with applications to provide workers with the help they need, when they need it.

Mobile workers get access to relevant information from control and safety systems, historians and even enterprise resource planning systems for essential context, insight, and guidance to do their jobs better and faster.



*Advanced Machine Learning to Measure and Improve Operator Performance.*



*VR Based Training to Accelerate Competency.*



*Experts can Manage Activities Remotely and Safely in the Virtual Environment.*





Analyze Competency and Behavior Insights by Linking Operational Data to Workers Actions.

### Qualification and Analysis

With Honeywell's Workforce Excellence, assessment is hands-on and focused on skills, as well as knowledge. Gap analysis identifies the skills required for each role. We then provide training and practice as needed prior to candidates undergoing a rigorous assessment to demonstrate their skill level.

Each assessment involves expert evaluation against objective and defined role-based competency criteria. Certification (provided for those working with Honeywell technology) or qualification (on third-party systems or devices) is valid for three years, ensuring an up-to-date assessment of skills.

Assessments feed into in-depth analytics, combining with other available data to provide insights for optimizing the hiring process and mapping resources to deploy available personnel more effectively. We provide you with visibility of your human resources to make the best use of every person. Intelligence from analysis also continually feeds into assessment of skills gaps and training requirements.

### For More Information

To learn more about how Honeywell Workforce Excellence, visit [process.honeywell.com](https://process.honeywell.com) or contact your Honeywell Account Manager.

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## CONTINUOUS SUPPORT

Honeywell understands that when you make an investment, you have expectations and objectives behind that investment. Our program and tools ensure you get the best from your investments in workforce development, accelerating acquisition of proficiencies to boost profits and reduce risks from safety concerns.

Worldwide, premium support services, delivered by our network of experts, help customers improve and extend the use of their applications and the benefits they deliver, ultimately maintaining, safeguarding, and enhancing their operations.

## WHY HONEYWELL?

Honeywell's Workforce Excellence program is built on decades of worker's experiences using integrated control and safety systems. Honeywell has incorporated this experience into state-of-the-art competency-based offerings that improve workforce performance.

Honeywell offer worldwide coverage and local support, with experts on every continent ready to help develop and deliver solutions for a skilled workforce and safe, reliable, profitable operations. Let us work with you to develop a continuous process of training, testing, and assessment to persistently drive-up performance and ensure we're always learning.

Talk to Honeywell today about how we can develop the workforce for a smarter future.

## BENEFITS

Honeywell's Workforce Excellence program delivers bottom-line benefits for manufacturing sites:

- **\$1.5M** production loss recovery due to workforce performance, 75% reduction in abnormal events and human errors in a typical mid-sized to large industrial facility
- **\$2M** operational cost savings, by optimizing operator productivity and training costs in your journey to fully autonomous plant operation
- **\$1.3M** annual savings in productivity and headcount savings for site maintenance
- **\$1M** annual savings on maintenance costs with improved equipment reliability

\*Estimations based results from mid-sized manufacturing site.

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