

# Training within Industry (TWI)

Training within Industry (TWI) is a training program developed by the United States government during World War II. It was deployed to help US companies rapidly increase production output. TWI is a very straightforward method based on five important skills that every supervisor should have.

1. Knowledge of the Work: Relates to machines, tools, materials, operations, processes, or technical skills.
2. Knowledge of Responsibilities: This may be policies, regulations, interdepartmental relationships, agreements, rules, schedules, and safety rules.
3. Skill in Improving Methods: To utilize machines, manpower, and material more effectively.
4. Skill in Instructing: To have a well-trained and effective workforce.
5. Skill in Leading: Improve your ability to work with people to get the most out of the people you have.

## The Most Common Modules:

### JOB INSTRUCTION TRAINING (JI)

Teaches supervisors how to quickly train employees to do a job correctly, safely and conscientiously

### JOB METHODS TRAINING (JM)

Teaches supervisors how to continuously improve the way jobs are done

### JOB RELATIONS TRAINING (JR)

Teaches supervisors how to evaluate and take proper actions to handle and to prevent people problems



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While developed in the 1940's, the TWI methods are still applicable today and can significantly improve your operations.

The keyword in each module is Supervisor. TWI is really a Leadership Development Program designed specifically to provide supervisors and team leaders the ability to lead and instruct employees and improve processes. Its proven methods generate cooperation and positive employee relations, teach supervisors how to quickly and correctly train employees, establish and maintain standardized work, sustain continuous improvement, and create a safe work environment.

By leveraging the role of your supervisors and team leaders, Training Within Industries will help your team identify and solve problems quickly, reduce training times for new employees, help retain current employees and capture the “tribal knowledge” of senior employees, and help supervisors learn how to engage potential conflict situations.

## Learn More:

If you would like to know more about TWI and how it can benefit your organization, please contact your local Solutions Consultant or visit [http://bit.ly/CIS\\_TWI](http://bit.ly/CIS_TWI).



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