



# TRAINING EMPLOYEE CASE STUDY

**Having employees trained right the first time prevents issues. Proper training ensures employees know what to do, when to do it, and how to do it.**

A Des Moines apparel company was about to start their first employee. They were excited but realized “what do we do when they start?” This case study reviews how IFHR helped them.

Iowa Fractional Human Resources (IFHR) is Iowa’s small business HR Partner. If this case sounds like a problem you want help with, let’s chat. Choose from our contact information below.

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## Challenges

The apparel company was starting their first employee in 2 weeks, but did not have a plan to train them.

They knew they were ready for help in their graphic design work, but not how to meet their expectations.





With limited time, they needed to ensure the new hire knew their system, their processes, their expectations and more.

## Solutions

A review of the tasks the new hire would be doing was analyzed. Software guides were made, process documents were written, and a training schedule was made.

They looked at their upcoming work and found ways for the new hire to shadow the work the owners were doing. Extra time was added for questions. Hands on opportunities were added as training continued.

## Results

-  Increased speed to full trained.
-  Dedicated sample projects were made to test progress.
-  Decreased chance of turnover from poor training.
-  Increase in company productivity by reducing graphic design bottle neck.

## Testimonial

Thanks to Mitchell, our new employee is doing great! Our business has been growing too.

— E  
CEO of Des Moines Apparel company

## Conclusion

The apparel company successfully brought on their first employee. They experienced more time to grow their business rather than as much time in the business.

Their success has lead to increased customer sales and may eventually lead them to their next new employee when they are ready.