

Enhancing Onboarding Efficiency at Shaw Industries

How Shaw Industries Automated the Employee Onboarding Process, Improved Training Effectiveness, and Accelerated Growth



Shaw Industries Group, Inc. is a world class flooring and surface solutions provider to residential housing, commercial spaces, and outdoor environments. Founded in 1967 and headquartered in Dalton, Georgia, with over 20,000 employees worldwide, Shaw Industries Group takes a customer-focused and growth-minded approach in creating differentiated customer experiences. Their commitment towards minimizing environmental impact and maximizing human potential through sustainable practices led them to become a \$7 billion flooring and surface solutions giant.

The Challenge

Shaw Industries Group encountered several obstacles in their employee onboarding process due to the absence of automated systems. Previously, the organization relied extensively on paperwork to assign and track new hire curriculum, which proved to be both time-consuming and inefficient. Administrative staff dedicated two to three days each week to managing paperwork, limiting their capacity to focus on more strategic tasks. Additionally, the lack of automation made it challenging to conduct assessment observations and assign curriculums based on employee performance, further complicating the onboarding process.



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Vector Solutions' partnership?*

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The Choice

Shaw Industries Group leveraged Vector's Learning Management System (LMS) to automate their employee onboarding process effectively.

By pairing Vector LMS with Vector Solutions' SME-created course content available in multiple languages, the company ensured training was accessible and engaging for employees across all roles and backgrounds. The intuitive setup of the system enabled the organization to quickly create and deploy customized training and curriculum activities.

By utilizing Vector Solutions' learning paths, specific to job roles, Shaw Industries developed qualification-based training programs tailored to different skill levels. The organization conducted competency assessments and utilized observational task lists to perform in-training and on-the-job evaluations. Based on the identified skill gaps, they assigned targeted courses, supporting effective and personalized training for each employee.

"The knowledge checks, especially the competency assessments. You can assess people where they are and if there is a training need, you can automatically assign or recommend courses for them to take. That's real time feedback. They're not waiting for someone to tell them. Additionally, being able to do the observational task list is a game changer. If you have a leader that's doing the training, they sign off on it. Like a two-point verification, we observed it and then also the trainer observed this individual do it. And that documentation is priceless for HR."

— LaRuthie Mason
Corporate Manager - Technical Education

The Change

The shift to Vector Solutions ushered in immediate and long-term benefits to Shaw Industries Group onboarding operations. Some of the key benefits include:



Automation of Manual Processes:

The organization significantly reduced time spent on paperwork and manually assigning and tracking curriculum, freeing up administrative staff for more strategic tasks.



Enhanced Performance Tracking:

Comprehensive tracking tools improved overall employee performance tracking through surveys, knowledge checks and competency assessments.



Real-Time Feedback:

Automated course recommendations based on assessments enabled the organization to provide timely and relevant training to employees.



Data-driven training:

The organization gained deeper insights into their employees' skills and training needs and using this data provided targeted development opportunities, enhancing employee competency and confidence.



Improved onboarding efficiency:

Leaders set clear expectations and fostering a culture of growth paired with Vector Solutions' robust and scalable learning management and training solutions, Shaw Industries Group streamlined the onboarding process, making it more efficient and effective.



“We had an associate that joined our apprenticeship program, and he grew up in a different country, spoke languages that were not common to the region. When you’re learning a new language, specifically English, you’re not talking about technical things. You’re not having conversations about how I install this motor or replace this fuse. Having content in their preferred language, where they feel most comfortable learning, and allowing them to learn at their own pace is a game changer. He was elated that we had access to that. And I really think it’s going to help in his learning journey.”

— LaRuthie Mason

Corporate Manager - Technical Education

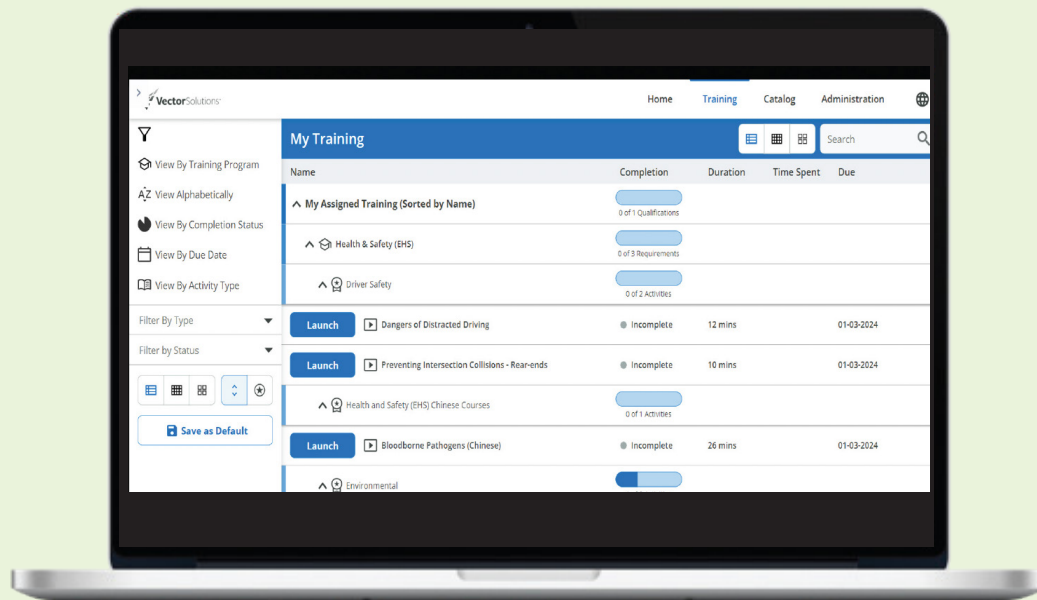
Since adopting Vector Solutions' Learning and Training Management Solutions, Shaw Industries Group has transformed their employee onboarding and training processes. Automating manual tasks has streamlined the assignment and tracking of new hire curriculum, freeing up valuable time for employees to focus on strategic initiatives. This transformation has also enhanced training efficiency by delivering personalized training through learning paths and providing real-time feedback, increasing engagement with accessible online content. Overall, Shaw Industries Group has optimized their onboarding process, accelerated growth, and fostered a culture of continuous improvement and competence.

"I would absolutely recommend Vector Solutions if you wanted to track the performance of your workforce. This is a great platform to use because of easy documentation and customizable survey and assessment options. There's also content that's already created that you can roll right in to your learning strategy."

— **LaRuthie Mason**

Corporate Manager - Technical Education





Join the ranks of manufacturing leaders like Shaw Industries Group who have transformed their employee onboarding processes with our robust LMS solution. Consolidate your training, tracking, and reporting on a single platform to gain insights, drive action, and foster a learning culture. Benefit from enhanced training accessibility, pre-built learning paths, and customizable competency assessments for increased employee engagement.



Centralize training management across teams & sites



Create customer training & training activities



Automated onboarding with job specific training assignments



Provide training paths for onboarding & career advancement



Assess worker skills & knowledge with competency assessments

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