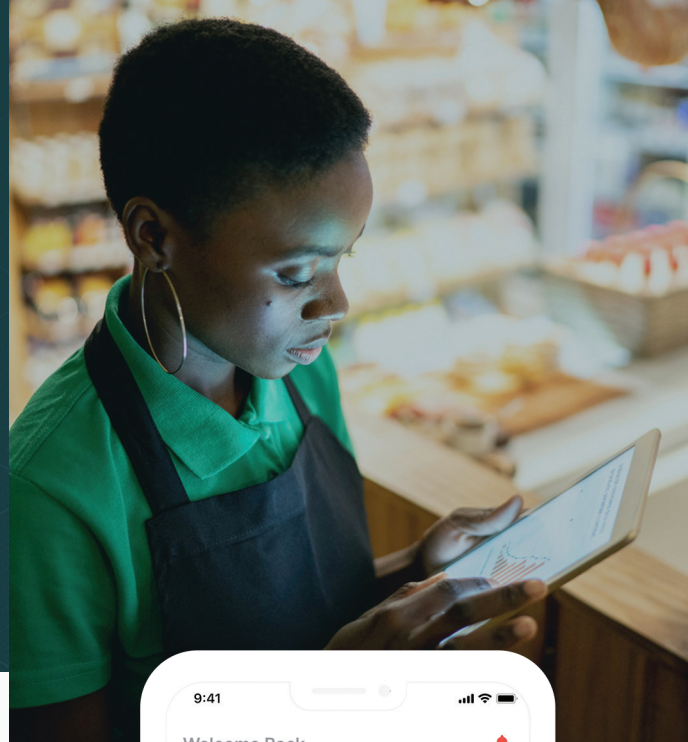# Smart Access

Accelerate your onboarding

Help workers learn faster and adapt quickly the day they start.
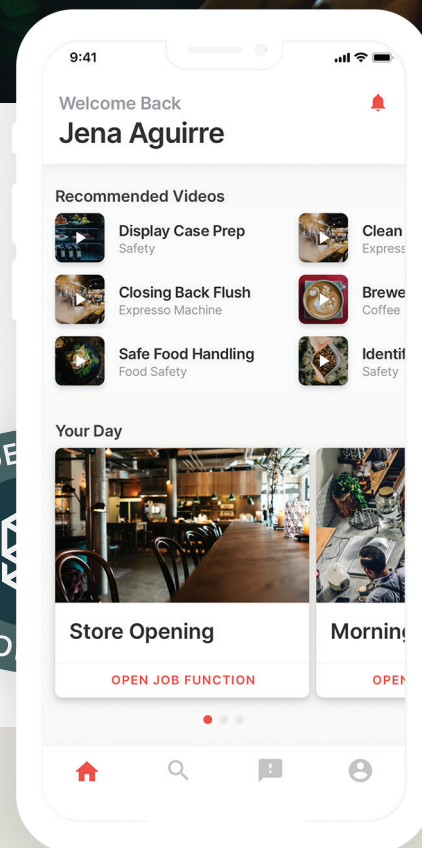
THE CHALLENGE

Inefficient onboarding and turnover are threatening the survival of retailers

If a storefront uses a regional distribution center model, with 30 full-time and 50 part-time associates at each location, they hire constantly. They've hired thousands of workers to cope with the pandemic and reskill them before and after the shutdowns to adapt to new ways of operating and serving customers.

It takes four to six weeks to train new associates, who are only retaining 30% of what they're learning. They often quit before onboarding is even over, keeping turnover rates at 60 to 100%.

What's getting in the way of effective onboarding?

Ineffective learning delivery
An outdated classroom-style learning model means modern workers, who are digital natives, aren't learning effectively or retaining information.

Deployment delays
It takes weeks, even months, to evolve training materials and get them to the frontline, so workers use outdated manuals and guidance, and don't do the right work.

Disconnect with frontline
When new training or protocols don't reach the frontline at all, workers have constant questions and become an extra responsibility for managers.

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Smart Access

Scan-to-learn training:
When a worker scans a label with a mobile device, they receive personalized guidance for their task, tailored to their location, job description, equipment and skill level.

An on-the-floor job shadow
Workers are equipped to learn and adapt in the flow of work, so they stay productive and accountable. No need to search through training manuals or find a manager.

Direct connection with floor
You'll stay aware of worker feedback, input and performance. If processes shift, deliver new training materials to the store or warehouse floor in just days.
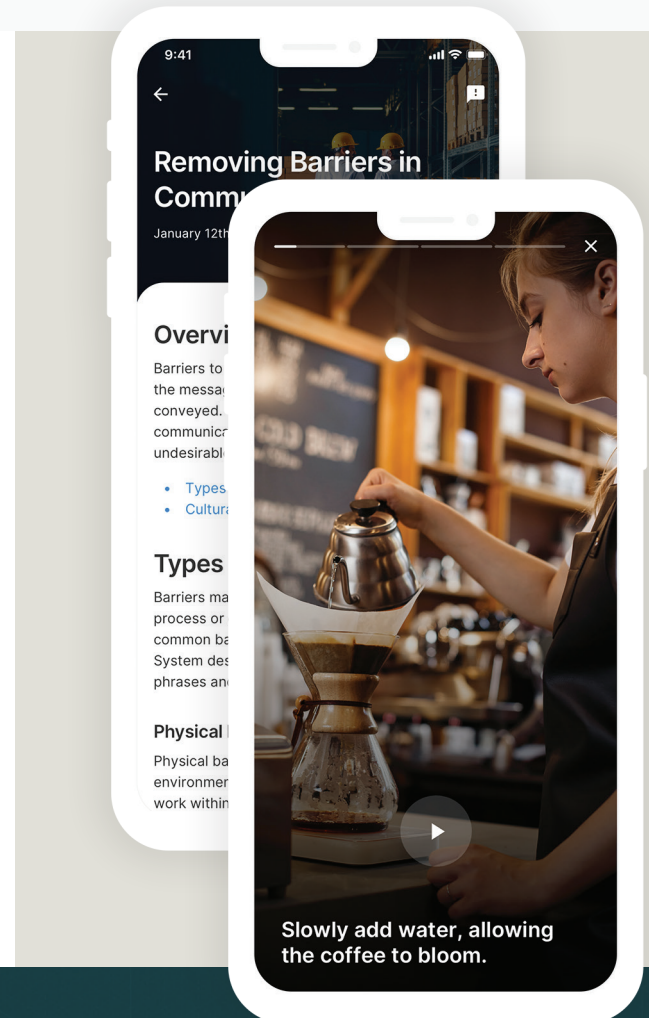
Smart Access ROI

50%   **Reduction in onboarding costs**
Lower your costs by never running another training session again. Smart Access gives workers access to the knowledge they need in the flow of work, where retention is the highest.

75%   **Reduction in supervisor-led training**
Get more productivity from your entire team, sooner. Your workers will gain crucial proficiency faster during onboarding and go on to contribute more productively.

5%   **Faster training delivery**
Equip workers to reach competency faster. Easily monitor and manage workers as they learn and complete tasks, and help them advance when they get stuck.

Numbers reflect a retailer with 25 locations, each with 30 full-time and 50 part-time employees.

Slowly add water, allowing the coffee to bloom.

Transform your onboarding with Smart Access.
We can get your pilot up and running in just 30 business days.

Book a call today.

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