

**Research. Build. Refine... Learn. Repeat.****No Induction Needed, Inc. Training Program**

At No Induction Needed we strive to deliver superior automated systems centered on focused research and quality assured testing. This is no easy task and requires continuous work. To ensure success we provide training and continuous education to our employees to promote skill advancement and knowledge expansion. There are two programs for new employees. The first is designed for the newly graduated problem-solving engineer. The second program is intended to guide technical project engineer in a positive managerial role. Below these are summarized in their respected tables.

Activity	Benefit	Cost
<p>Welcome to No Induction Needed, Inc., an introduction the company and initial training course.</p> <p>Day 1</p>	<p>Provides all the needed Human Resources coverage and educates new employees to Insurance, Benefits, Safety Guidelines and company Standards defined by such organizations as IEEE and OSHA</p>	<p>(HR person)•(4 hrs)=\$600  (Safety Mgr)•(2 hrs)=\$300  (Shop Mgr)•(2 hrs)=\$300  (Trainee )•(8 hrs)=\$1200  Lunch =\$25/person</p> <p>Total= \$2500</p>
<p><math>T = \phi &lt; 180^\circ</math>,  Newbie  Rotational Period</p> <p>Remaining 1st Week</p>	<p>Understand the role of each employee and how the company is a function of its sum</p>	<p>(Trainee)•(8 hrs)•(4 days) = \$4800  Loss of Client Focused Work  (Employee)•(2 hrs)•(4 days)= \$1200</p> <p>Total= \$6000</p>
<p>IEEE Membership Reimbursement with Robotics and Automation Society privilege</p>	<p>Updated periodicals and publications attainable. Contact to current Research and Technology advances.</p>	<p>Membership Fees = \$197/year  Robotics and Automation Society Dues = \$9/year  Total = \$206/year</p>
<p>ICRA Event  (IEEE Robotics and Automation Society Flagship Conference)</p> <p>1 Work Week</p>	<p>The conference includes presentations and workshops highlighting the most up-to-date advancements. Tutorials, robot challenges, and new product demos help keep employees informed.</p>	<p>Registration: \$720  Flight =\$800  Hotel: (\$200×4 nights)= \$800  Food: (\$100×5days)=\$500  (Employee)×(5 days)= \$6000</p> <p>Total = \$8820</p>
<p>Problem Solving Activity resulting in gained knowledge from Conference.  Analyze and fix ineffective system and simulate effective running system. Provide sales pitch on new system.</p> <p>1 Work Week</p>	<p>Illustrates knowledge gained from seminar. Promotes self-confidence in work abilities. Shows coworkers ability to adapt recently learned information into applicable techniques.</p>	<p>(Employee)×(5 days)= \$6000</p>

Table a. Training Program designed for a newly graduated technical problem-solving engineer

Activity	Benefit	Cost
<p>Welcome to No Induction Needed, Inc., an introduction the company and initial training course.</p> <p>Day 1</p>	<p>Provides all the needed Human Resources coverage and educates new employees to Insurance, Benefits, Safety Guidelines and company Standards defined by such organizations as IEEE and OSHA</p>	<p>(HR person)•(4 hrs)=\$600  (Safety Mgr)•(2 hrs)=\$300  (Shop Mgr)•(2 hrs)=\$300  (Trainee )•(8 hrs)=\$1200  Lunch =\$25/person</p> <p>Total= \$2500</p>
<p><math>\omega = 360^\circ</math>,  the Complete Rotational Experience</p> <p>Four Days of weeks 1 and 2</p>	<p>Understand the role of each employee and how the company is a function of its sum. Allows assessment of each individual, displaying some strengths and opportunities for improvement.</p>	<p>(Trainee)•(8 hrs)•(8 days) = \$9600  Loss of Client Focused Work (Employee)•(2 hrs)•(8 days)= \$2400</p> <p>Total = \$1200</p>
<p>Outliers Set, the First Managerial Outing, includes Tour of BMW plant, and lunch. Reconvenes at office to confirm all paperwork and HR requirements submitted.</p>	<p>Team building and educational opportunity. Seeing cutting edge manufacturing robotic equipment and top of line automation at work. Discussion and analysis of Rotational Experience</p>	<p>(3 Mgrs)•(8 hrs) + Lunch  = (\$3600) + (\$75)  = \$3675</p>
<p>IEEE Membership Reimbursement IEEE Membership Reimbursement with Robotics and Automation Society, Control Systems Society and Technology &amp; Engineering Management (TEM) Society privileges</p>	<p>Updated periodicals and publications attainable. Contact to current Research and Technology advances.</p>	<p>Membership Fees = \$197/year  Robotics and Automation Society Dues = \$9/year  Control Systems Society Dues = \$25/year  Engineering Management Society Dues = \$35/year  Total = \$ \$266/year</p>
<p>IEEE TEM Society Course: "Stuff you Don't Learn in Engineering School: Management Skills"</p>	<p>Based on the book <i>Stuff you Don't Learn in Engineering School: Skills for Success in the Real World</i> (Wiley-IEEE Press, 2004), the course teaches the necessary “soft skills” professionals should develop to be more effective leaders in the workplace.</p>	<p>Book = \$32.22 (Amazon)</p>
<p>ICE/IEEE Int’l Conference on Engineering, Technology and Innovation, the flagship conference of the TEM and part of the Int’l Conference on Engineering, Technology and Innovation</p>	<p>Allows Managers to connect and network with the worlds leading engineers and participate in educational seminars and experience advanced technologies.</p>	<p>Registration = \$500  Flight =\$1500  Hotel:(\$250×4 nights)= \$1000  Food: :(\$100×5 nights)= \$500  (Employee)×(5 days)= \$6000</p> <p>Total= 9500</p>

Table b. Training Program designed for a newly graduated technical project-managing engineer