



# Supporting Temporary or New Hire On-boarding in Warehousing

Accelerate on-boarding with the right technology solutions

Warehousing and distribution operations for businesses with e-commerce fulfillment are finding it difficult to keep up with today's sudden increase in demands. In response, they are bolstering staff by hiring temporary workers or even having to re-hire new staff. According to warehouse leaders, the on-boarding process for most operational areas in inbound and outbound takes an average of four-and-a-half weeks before new employees reach full productivity.<sup>1</sup> However, warehouse operators need to speed-up the on-boarding process without sacrificing safe and effective training. By using the right technology tools, employees can get up to speed as quickly as possible with fewer errors.

## Deploy Devices Quickly Without Straining IT Resources

Deploying a high volume of devices for new employees on short notice can be costly and time consuming. But with Zebra's out-of-the-box management tools, IT staff can easily configure mobile computers, scanners and printers for large-scale deployments. Zebra streamlines deployments by making it convenient to manage application settings, user interface security settings, secure system settings and wireless security to ensure successful implementation and adoption.

## Leverage Familiar User Interface for Effective On-boarding

The new environment of social distancing makes it difficult to train on the many nuances of using devices and software, as well as the processes themselves for each individual operational area like receiving, picking, packing and all the operations in between. However, with the Android™ operating system (OS), workers can be trained once and then pick up any other Android mobile device and continue to be productive without re-training on how to navigate the device. Android is an intuitive and widely-used OS that is well supported on rugged Zebra enterprise devices. In addition, enterprise devices have the processing power to accommodate video-on-device for "how to" videos, applications for push-to-talk and messaging, and third-party applications for remote training and job monitoring.

## Error-Proof Workflows With Best-Next-Move Guidance

Pairing modern edge technologies with applications that can analyze data from multiple data sources such as edge devices and warehouse management systems can free employees from having to rely solely on their knowledge of products and processes, which is a positive for someone trying to get up to speed quickly. Edge technologies provide workers with prescriptive, best-next-move actions to complete workflows with accuracy. Meanwhile, they can also assist managers in assessing the proficiency of new hires, and help them take immediate corrective actions during the on-boarding process.

<sup>1</sup>"Warehousing Vision Study: Tech That Enhances Human Capabilities and Drives Modernization", Zebra Technologies, 2019.



# Solutions for Supporting Temporary or New Hire Warehouse Staffing During On-boarding

Rugged Mobile Devices, Services and Zebra DNA Software



## Mobile Computing

Make the new user experience easy with ergonomics to increase productivity; Android™ interface to decrease the learning curve; and touch optimized user experiences to reduce the number of interactions to complete tasks.



## Wearable Device Portfolio

Give new hires a heightened level of support through hands-free mobile computing and scanning, voice-directed picking tasks, and an enterprise head-mounted display to put instructions right in the worker's field of view.



## Mobility DNA for Mobile Computing

Support IT to configure hundreds or thousands of mobile computers quickly with a wizard-based tool to build profiles, then a quick scan or tap of an NFC tag to stage. Productivity tools such as SimulScan allow workers to scan multiple barcodes with a single trigger pull.



## Zebra Workforce Connect™, Powered by Zebra Savanna®

Using the same Zebra devices that provide access to enterprise applications, leverage a suite of communication tools that enable push-to-talk (PTT) and enterprise-class secure messaging to ensure social distancing.



## Video on Device Training

Load training videos onto devices that show how to use them, its applications or perform procedures through our licensed Video on Device application. [Learn more about this service.](#)



## Ultra-Rugged Scanning

Help new hires scan with accuracy—whether it is 1D or 2D standard or extended-range scanning, high-performance scanning like signatures, OCR data or documents—Zebra has the right scanner for the job.



## DataCapture DNA for Ultra-Rugged Scanners

Configure scanners for new hires to help shorten their learning curve, allow for scanning multiple barcodes and only pass the information required for enterprise systems in the right order. No more remembering which barcode to scan first, second, or third.



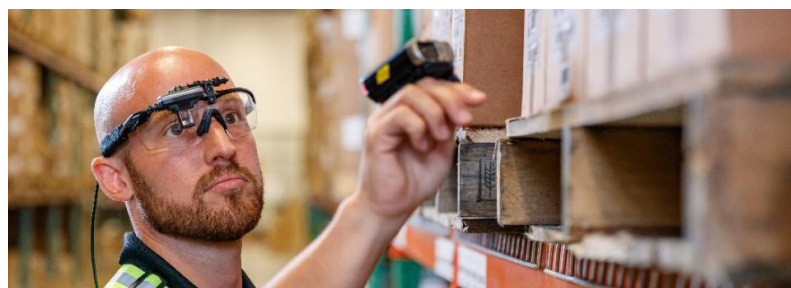
## Printing and Supplies

Zebra printers paired with specialty supplies, such as IQ Color or Z-Slip packing slips, help to give new hires seamless ways to follow procedures.



## Print DNA for Printers

Effortlessly add and manage fleets of printers from anywhere. Decrease training time with a common user experience for stationary and mobile printers. Easily pair mobile devices with printers user Bluetooth® or tap-to-pair with near-field-communications (NFC).



## Zebra FulfillmentEdge™

Intelligent Edge Solution

Streamline on-boarding and workflows by optimizing order flow and workers' instructions with innovative wearable edge technologies.

- Pick up to 24% more orders per day using your current workforce and WMS
- Reduce training and on-boarding time by at least 90%

To learn more about Zebra's warehouse solutions, visit [www.zebra.com/warehouse](http://www.zebra.com/warehouse)



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