



QUICK OVERVIEW

Company Overview: Aluflexpack Novi

Aluflexpack (recently acquired by Constantia Flexibles) is a leading European producer of custom flexible packaging, serving food and pharmaceutical sectors. Aluflexpack employs approximately 1,700 employees in nine countries. REWO was implemented at Aluflexpack Novi, a key subsidiary operating state-of-the-art facilities in Umag, Drniš, and Zadar.

Solution Overview: REWO

REWO is an intuitive video work instructions platform designed for modern manufacturing companies. It enhances operational efficiency, ensures consistency, and empowers employees by providing clear, accessible visual guides. REWO's user-friendly interface, auto-translation system, and compliance features make it indispensable for quality assurance, training, and continuous improvement in manufacturing environments.

CHALLENGES

Before implementing REWO, Aluflexpack faced significant bottlenecks in their onboarding and training processes. As the company expanded, relying on traditional shadowing and mentoring methods created several operational inefficiencies:

- **Lengthy Onboarding Cycles:** Training a new operator on basic machinery took 2 to 3 weeks. This slow "time-to-competency" delayed new employees from becoming productive members of the workforce.
- **Language & Consistency Barriers:** With a diverse workforce including international employees, verbal instruction in Croatian was often ineffective. Additionally, relying on peer-to-peer shadowing meant that different operators taught different methods, leading to inconsistent execution and "tribal knowledge" gaps.

Traditional **shadowing failed** to bridge language barriers, creating critical **gaps in consistency and efficiency.**

SOLUTION

Aluflexpack deployed REWO to digitize their expert knowledge and transform it into an accessible, visual learning system. This shift from analog to digital enabled several key operational improvements:

- **Asynchronous, Non-Intrusive Training:** Instead of stopping machines for group lectures, the company now shares a REWO dashboard with new hires via tablet. Employees can watch step-by-step video guides during scheduled breaks or machine downtime, eliminating the need to halt production for education.
- **Standardized Visual Instructions:** The team captured the single "best way" to perform each task on video, replacing variable verbal explanations with clear, standardized visual guides. This ensures every operator learns the correct safety and quality protocols regardless of who is mentoring them.
- **Multilingual Accessibility:** To address the diverse workforce, guides were prepared in Croatian and then auto-translated into whatever language is needed. Video transcends language barriers where

text fails. By demonstrating the physical 'best way' to perform a task, REWO allows international workers to master complex machine operations visually, reducing reliance on translated manuals.

Eliminating 4 hours of weekly training downtime **unlocked over 200 production hours/year** per line.

RESULTS

The transition to REWO produced immediate, quantifiable gains in both workforce agility and production capacity:

- **70% Reduction in Training Time:** The time required to train a new operator on basic tasks dropped from **2-3 weeks to just 5 days**. New hires now become independent and productive roughly **70% faster** than before.
- **200+ Additional Production Hours Annually:** By eliminating the mandatory 4 hours of weekly training downtime (2 sessions x 2 hours), Aluflexpack reclaimed approximately 200+ hours of production capacity per year for the affected lines. This is equivalent to gaining **5 extra weeks of production capacity** without any additional capital investment in machinery.
- **Enhanced Knowledge Verification:** Unlike the previous shadowing model, REWO allows managers to

track progress and verify knowledge retention through digital tests, ensuring that operators are genuinely ready before they touch the machines.

- **Automated Re-Verification:** The process extends beyond day one. Aluflexpack utilizes REWO's digital forms to re-test operators two months after employment, ensuring long-term knowledge retention and adherence to standards.

New operators now reach full competency **70% faster**, reducing onboarding time from **3 weeks to just 5 days**.

CONCLUSION

The implementation of REWO at Aluflexpack Novi has demonstrated that digitizing onboarding is a powerful driver of operational capacity. By shifting from analog, mentor-dependent training to a standardized digital platform, the company successfully **eliminated 4 hours of weekly training downtime**, effectively **unlocking over 200 production hours annually per line**.

Digitizing instructions also **relieved pressure on senior operators** by reducing reliance on shadowing. This approach also ensures consistent, multilingual training while **freeing experienced staff for high-value production tasks**. Ultimately, Aluflexpack has proven that modernizing the transfer of tribal knowledge is key to

simultaneously **boosting plant capacity and workforce efficiency**.

"We used to stop production for training. Now we just share a REWO link. Machines keep running and new hires are ready in days instead of weeks."

Dean Hrvatin, Aluflexpack Novi
Head of Slitting & Pouches Department

Aluflexpack is now extending **REWO to cover recurring annual certifications**, including mandatory hygiene and safety training. By utilizing compliance features like locked video playback to prevent skipping, the company **guarantees 100% training completion for audits**—reinforcing the rigorous quality standards that secure its leadership in the flexible packaging industry.

FOR MORE INFORMATION:

Contact a sales representative or reach out via email.

REWO by VIAR

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