



A well-known Agro Chemical manufacturer opts for an eLearning medium to Impart training on a crucial subject

Need

The client needed to extensively train their entire staff on the functional & theoretical aspects of 3 subjects i.e Electrical safety, Chemical storage & Management and Process Safety Management. An eLearning module deemed fit for this purpose.

The Challenges

- The staff was spread across multiple units in different locations
- The end users belonged to the worker level as well as management level

Training their in-house employees as well as management level executives on 3 significantly important HSE topics became efficient with a custom eLearning module.

About The Client

The client specializes in the production of agricultural and fine chemicals as well as polymers. They offer a range of products including fine chemicals, crop protection solutions, plant nutrients, and seeds, as well as engineering plastics for use in the automobile, electrical, and home appliances industries. Their customer base is primarily located in India.

The client is a specialist in the production of agricultural and fine chemicals, as well as polymers. They have a wide range of products, including fine chemicals, crop protection solutions, plant nutrients, seeds, and engineering plastics that are used in various industries such as automobiles, electrical, and home appliances.

Their main customer base is located in India. The client's focus on the production of high-quality chemicals and polymers has made them a preferred supplier in the agricultural and manufacturing sectors. With their extensive range of products and commitment to quality, the client is well-positioned to meet the diverse needs of its customers and continue its growth trajectory in the future.

The Need

The client's L&D team was given the task of ensuring that the entire staff of their manufacturing business, i.e. right from the worker level to the director level were trained. To meet their training needs, the client required a comprehensive learning solution for their staff that covered the functional and theoretical aspects of three critical subjects: Electrical safety, Chemical storage & Management, and Process Safety Management.

The client opted for an eLearning module as the most suitable training method for their organization. For this the client approached ASK-EHS to avail it's eLearning services.

Key Challenges

Given the fact that the client has a widespread business, their staff is seated in multiple locations of their manufacturing plant. Considering this, providing physical training to them would be time consuming, economically not feasible, as well as would mean that optimum retention of information would be a challenge.

In addition, considering that the end users belonged to different levels, the training program had to be relatable to all & hence had to be structured accordingly.



The Solutions

- The eLearning module was designed to provide an interactive and engaging learning experience for the staff while addressing their specific learning needs.
- ASK-EHS' SMEs and instruction designers structured the module with knowledge checks and interactive slides to maximize engagement.
- Animated videos were used to explain processes making it easier for the users to comprehend & retain the information.
- The modules were delivered in a SCORM package that could be hosted on the client's LMS.

The Benefits

- Employees are able to take training courses on their computers and their mobiles
- The modules allowed the client to efficiently and effectively train their entire workforce on essential safety and management concepts necessary for their day-to-day work.
- The L&D staff could easily provide their training to the entire staff at all levels whilst saving time, resources & making it economically feasible.
- Knowledge checks & final test provided accurate assessments

Solution

The eLearning module was designed to provide an interactive and engaging learning experience for the staff while addressing their specific learning needs. Through this approach, the client could efficiently and effectively train their entire workforce on the essential safety and management concepts necessary for their day-to-day work.

Having checked out our website & read the case studies on how our other clients have benefitted from our services, the client knew that ASK-EHS would be the ideal choice as they are well aware of their expectations.

ASK-EHS' SME's along with the Instruction designer got to work & structured the module to fit into 30 minutes. They then ensured that there was a generous amount of knowledge checks & interactive slides to ensure maximum engagement from the users.

Once the module was structured, ASK-EHS utilized the animated videos & incorporated them in the module. This way, they explained the processes in an animated format making it much easier for the users to understand.

The modules were delivered in a SCORM package that could be hosted on the client's LMS.

Resulting Benefits

The inclusion of eLearning modules was a valuable enhancement to their training efforts and was deemed a significant upgrade to their previous training methods.

The use of animated videos, which provided comprehensive explanations of complicated processes, was particularly beneficial, as trainees were able to follow the visual medium and absorb the information effectively.

Employees were able to take training courses on their computers and their mobiles. This means that they can access the training materials from anywhere, at any time. With the flexibility of being able to learn on their own schedule and at their own pace, employees can take the time they need to fully grasp the concepts.

By using a standardized set of training materials, the client could be sure that everyone was receiving the same information, which is especially important for topics related to safety.

The L&D staff could easily provide their training to the entire staff at all levels whilst saving time, resources & making it economically feasible. This is because the training materials were delivered electronically, which eliminates the need for printing, shipping, and storing physical copies. The L&D staff could also track the progress of employees through the training modules, making it easier to ensure that everyone was completing the necessary coursework.

Knowledge checks & final tests provided accurate assessments. By including regular knowledge checks throughout the training modules, employees could ensure that they were understanding the material and retaining the information. The final test provided a comprehensive assessment of everything that had been covered in the training, giving the L&D staff an accurate picture of how well employees had learned the necessary concepts.

Moving Forward...

The introduction of eLearning modules on functional subjects has brought numerous benefits to the client, and it is evident that this initiative has laid the groundwork for successful long-term project associations.

The flexibility offered by eLearning has allowed the client to provide training and education to employees at their own pace, and at a time that is most convenient for them. This has led to an increase in employee engagement and productivity, resulting in improved overall performance.

It is clear that this initiative has laid the foundation for long-term and successful project associations for the client, and it is likely that they will continue to invest in eLearning to reap these benefits in the days to come.