

Construction Case Study

Medium - Large Construction Company

Client Profile

One of Australia's leading, privately owned construction companies, at the forefront of change and innovation in the building industry. They employ around 650 people and manage in excess of 6,000 subcontractors. They operate nationally with offices in Victoria, New South Wales, South Australia, Tasmania and Queensland.

Scope of Work

As a company operating in a high risk industry with a large number of employees and contractors, the company required a Learning Management System that would provide them with full confidence in the management of their WHS induction and compliance management.

This included the ability to:

- deliver training material for their employee on-boarding process such as harassment, bullying and code of conduct training and WHS induction; and
- ongoing skill development and education programs to all staff

In addition, the LMS was required to provide the company with the ability to automate the management of training and certification compliance (such as insurances, White Card, licences and plant equipment information) and allow subcontracts to self-register and complete both company and site inductions annually.

Challenges

Operating across five states, the company found that their existing training system was a drain on both finances and resources with employees and trainers often required to travel interstate to receive/deliver training. Subcontractor training was also identified as an issue, with site inductions carried out in person and, with no formal mechanism to record compliance and certification, required to be repeated each time a subcontractor travelled to another site.

Solution

Learning at Work was successfully able to deliver our standard system that immediately improved efficiency across training and onsite inductions including site supervisors saving on average two hours a day by eliminating the need to repeat site inductions and copy contractor certifications.

The company has also further commissioned Learning at Work to enhance the standard platform functionality to enable:

- subcontractors to upload credentials prior to arrival onsite with credentials to be electronically validated by the site supervisor
- the tracking of expiry dates on subcontractor certificates and licences to ensure no lapses on compliance regulations
- the company to remotely block subcontractors from entering any company site
- full integration with the internal database so information can flow freely between the two systems. This will be managed through our purpose built API which allows us to quickly integrate with most third party software systems.

These solutions are in the implementation phase and will be part of a staged rollout.