

Shifting from Compliance to Competency

How a Global Chemical Manufacturer Reclaimed 14,120 of Operational Hours

The Situation

Every year, all 35,300 employees at a globally regulated chemical manufacturer were required to complete multiple static compliance modules, each running 30 to 40 minutes - a widespread enterprise challenge. Rather than accounting for the knowledge workers already had, this "one-size-fits-all" approach resulted in substantial operational downtime and growing frustration across teams worldwide.

The Solution

Fixed-duration training gave way to an intelligent adaptive learning model. As the initial proof of concept, the 'Fire Extinguisher' module was structured around three central pillars:

01

The Adaptive Pathway: Starting with a comprehensive evaluation, experienced employees demonstrate their existing knowledge and situational competence. The system then pinpoints specific gaps in mastery and targets only the content needed to fill them. A concluding assessment serves to verify successful knowledge transfer while reducing overall risk.



02 The New Starter Pathway: For employees encountering the subject for the first time, the complete module is required. Completion time fell by 15% thanks to the incorporation of multimedia, interactive elements, and digital avatars throughout the learning journey.

03 Global Scale: Translation into multiple languages made it possible to roll out the programme consistently across the organisation's worldwide operations.

14,120

Operational Hours
Handed Back

\$277k

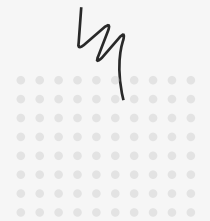
Approx savings per year, based
on an average global hourly salary



The Impact

What began as a straightforward proof of concept delivered remarkable business results:

- 01 60% Average Time Saving:** Recovered across all 35,300 employees in the global workforce.
- 02 14,120 Operational Hours Handed Back:** Thousands of hours each year are redirected from compliance training back into frontline work, boosting operational capacity.
- 03 Immediate Payback:** Within the first few months of deployment, the programme reached full ROI through gains in workforce efficiency and a reduction in training fatigue worldwide.
- 04 9 additional compliance modules approved** to undergo the same transformation following a successful proof of concept, with projected annual cost savings of approx. \$2.77m+



About Infopro Learning

Infopro Learning is a global learning solutions partner that helps organizations transform their workforce development from strategy to scale. For 30 years, they have partnered with the world's largest and most reputable companies, delivering Managed Learning Services, Leadership Development, Strategic Advisory, and Content Development solutions. Leveraging AI-driven innovation, they help organizations deliver greater impact while optimizing costs. With offices around the world, Infopro Learning is widely recognized as an industry thought leader, earning accolades from Brandon Hall Group, Nelson Hall, Training Industry, The Fosway Group, and the Learning Performance Institute.



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