

Success Story

LABORERS-AGC AND EDS CHOOSE INTRALEARN PLATFORM TO DELIVER ONLINE TRAINING FOR CONSTRUCTION WORKERS

A Tradition of Training

The Laborers-AGC Education and Training Fund (Laborers-AGC) is a joint labor-management training trust fund, formed by the partnership of the Laborers' International Union of North America (LIUNA) and the Associated General Contractors of America (AGC), which provides comprehensive education and training programs to the more than 800,000 LIUNA members. Since 1969, Laborers-AGC has been enhancing the skills of LIUNA's Construction Craft Laborers (CCLs) and expanding the competitiveness of LIUNA's signatory contractors. To date, Laborers-AGC and its 70 affiliated training funds provide high quality training to more than 87,000 CCLs annually at training sites located throughout North America. Approximately 8,900 courses are conducted each year resulting in 1.4 million training hours.

With Laborers-AGC's training programs, workers can choose from a full range of skills training opportunities such as: hazardous waste remediation, drilling/blasting and tunnel mining, asbestos and lead paint abatement, concrete placement, nuclear remediation, mason tending, and pipe laying. In addition, Laborers-AGC is committed to providing a network of services to its affiliated training funds so they can access and use all the resources available to them. Toward that goal, Laborers-AGC is now using IntraLearn software to expand available resources and access by delivering online training to CCLs.

21st Century Construction

In 2002, Laborers-AGC completed its third *Strategic Plan for Laborers' Training*, which will guide Laborers' Training over the next five years. The plan identifies six initiatives for Laborers' Training as well as the challenges, visions, action plans, and measures of success until the end of 2006. Through these initiatives, Laborers-AGC and its affiliated training funds will continue to provide high quality training programs and services to LIUNA members.

To address new challenges in its target industries and membership, Laborers-AGC recognized that advances in learning technology are creating opportunities for teaching in ways that can dramatically enhance learning, curriculum, and delivery. As one of the six key initiatives of the Strategic Plan, the organization decided to "implement use of instructional technologies, such as computer-based instruction, CD-ROM, distance learning, and videos," and "enable affiliated funds to use the technologies to deliver training."

"Since 1969, Laborers-AGC has been using traditional methods of classroom and hands-on instruction to deliver our programs. We are now ready to expand our offerings to the Internet. We have chosen IntraLearn as our software platform because we simply did not find another package as integrated or as easy-to-use and install as IntraLearn, which makes our online learning both accessible and affordable," said James Warren, Executive Director, Laborers-AGC.

"Laborers-AGC has long provided high quality training programs to CCLs. We are pleased that they have chosen IntraLearn to take their training online with the same high standards. e-Learning is fast becoming a basic requirement for organizations that want to stay competitive in our increasingly wired

world. Training in the twenty-first century must consist of an online component, because of its economies of scale, lower costs, and convenience for users. Laborers-AGC's online training portal is another example of how e-Learning can benefit a wide range of vertical industries," said IntraLearn's Executive Vice President, Peter Banhazl.

Building an e-Learning Environment

Gary Gustafson, Program Coordinator for environmental training at Laborers-AGC, appointed to oversee the new e-Learning initiative, explained the path Laborers took online and why: "Laborers-AGC is committed to providing LIUNA members with the best training technologies and techniques available. We started our online initiative to provide an area for collaboration and a training network in which our 70 training funds and all of our stakeholders can participate. "

"We are also seeking a balanced approach to manage our training by providing online training that can be shared by each of our affiliated funds. We need a way to supplement our intensive, hands-on construction and environmental training with classroom time for 'health and safety' and 'life skills' training. Often these facilities are located hundreds of miles from our members' locations. An online training network seemed like a perfect way to provide information to our instructors and union members as well as a variety of skills through self-paced training. "

"Rather than tax our training facilities with classroom scheduling, and burden our members with lost work time and income, we are now planning to use IntraLearn's platform to deliver some course material at a time convenient to the member. These courses will cover topics such as health and safety aspects of construction and environmental occupations. A normal two-week course is 80 hours long, with 25%-50% of that being classroom time. By taking a portion of the classroom time online, we reduce time at the training facility by almost half, which means less lost work time for the union member and a more efficient use of each of our training facilities, " Gustafson added.

Laborers-AGC needed partners, though, to help with the initiative, and brought in EDS to assist in developing the vision and to build the learning environment. EDS is the recognized global leader in ensuring clients achieve superior value in the Digital Economy. Founded in 1962 as Electronic Data Systems, EDS is the leading global information technology (IT) services company with more than 140,000 employees and 9,000 customers in 60 countries.

"EDS provides customers with competitive advantages. We bring together the world's best technologies and processes to help our clients to be successful in the digital economy. At Laborers-AGC, we helped to define the strategy and then manage the technology complexities of building a comprehensive e-Learning environment. EDS worked with Laborers-AGC to screen half a dozen candidates to provide a software platform for the online training site. Out of those, EDS and Laborers-AGC agreed upon IntraLearn," said Larry Moyer, Managing Consultant from EDS. "Their platform most impressed us with its scalability, full integration, and ease of use. Plus, with 530 organizations, their product was extensively field-tested and proven. IntraLearn has supplied superior support services in helping us implement Laborers-AGC's e-Learning vision."

For more information about Laborers-AGC, visit www.laborers-agc.org; for Laborers-AGC's online training portal, visit www.laborerslearn.org.

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