

SUCCESS STORY:

Learning & Development with a remote workforce

A major pain-point for many companies when it comes to Learning & Development (L&D) is ramping up quickly & converting classroom training into e-learning modules. And now that many employees are working remotely, it's even more of a challenge. One L&D Director at the highest valued company in the world was working through a similar issue and approached Synergis to help scale and build an L&D team to support 5,000 employees.

Finding the right talent

The client's other challenge, besides a quick turnaround on L&D deliverables, was finding quality candidates. Our L&D client said, "I work with several vendors and Synergis has always been my top provider. Results and service are excellent."

The Instructional Designers (IDs) they were seeing from other staffing vendors were under qualified and lacked proper experience. They needed candidates who could not only perform L&D functions, but also focus on the psychology of the learner.

The Synergis solution

Synergis supplied highly qualified talent from our robust candidate pipeline. We placed a team of 14 L&D professionals that included: IDs, L&D Project Managers,



Technical Writers, Trainers and Learning Management System (LMS) administrators.

This team managed numerous projects by:

- Outlining and implementing an e-learning project process from intake to delivery.
- Providing guidelines for employees to get involved with training activities.
- Establishing communication methods with Subject Matter Experts to gather information and create the training.
- Managing the LMS to provide employees with easy access to the training.

The results

Our fill rate for L&D positions for this client is more than 90%. With our ability to provide quality talent to manage the process, onboarding and delivery in a timely manner, Synergis was asked to be the sole provider of L&D candidates for their team.

