

Case Study

Keeping Content Current

A company replaced its previous training with GTA's training for employees to complete as a pre-requisite for their job, leading to improved employee capability.



Consistent & Updated Content

Part of the challenge in developing a robust training program is the consistent need to continuously update the content as the industry evolves. **Out-of-date content is irrelevant and unhelpful**, leading to issues such as:

- > Decreased employee productivity
- > Increased worker frustration
- > Large retraining costs

Prior to joining GTA, the company outsourced content from another organization. This training was unstandardized, outdated, and difficult to implement. The organization's content was also restricted to instructor-led training, but the company could not take employees off the job to complete time-intensive, in-person training. In the end, the company was stuck in an unfortunate situation — paying for training it could not fully utilize.

Practical Pre-Requisites

With GTA's training, the company utilized web-based training and hands-on training as a prerequisite for employees to complete before advancing to the next level of their career.

At the start of their employment, employees received a checklist with required courses for their job level. Once these requirements were complete, the employee advanced to the next level. If they did not complete the training, they could not advance. This application of GTA training served as a motivator to have employees continue to expand and develop their skill sets to advance their career.

Training Advantages

The company saw numerous benefits from implementing GTA training, as it provided employees knowledge directly applicable to their job. In addition, other benefits were gained such as:

- > Standardized training for all employees
- > Employees were motivated and better equipped
- > Current training that is easy to implement and consistently updated

From the Users

"Courses are more focused on what [technicians] need to know to do their job. [GTA] is providing something useful that they can use on a daily basis. Technicians are focused on what can help them."

Sr. Measurement Specialist , GTA Member Company