Streamline employee training and development opportunities

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>
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> Director of Human Resources, VCC LLC.

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Now more than ever, companies are recognizing the value of investing in employee learning. The right learning management system (LMS) can help provide employees with the training and development to unlock their potential while giving employers the visibility to track their progress and administer necessary compliance training.

With **ADP Workforce Now® Essential Learning**, organizations can seamlessly administer, access and manage courses company-wide. We recently spoke to several human resources professionals about their experience using ADP® for their LMS needs and how it has helped them save time and gain mobile learning capabilities for their workforce.

Life with other vendors

Michele: I've been in the industry more than 35 years, so I've used several different vendors and software platforms. With our last vendor, we thought, "This is going to be great." The onboarding, the performance evaluations, all of the stuff sounds so good, but it didn't work. Coming to ADP, we had a script of 50 questions we asked. As we did the conversion and became live, we were able to check off all 50 questions as, "Yes, it works!" That is what's most important — to find a product that the end user is happy with and feel satisfied with that bond, that connection, that new partnership.

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Donna: The previous software we used was SilkRoad's GreenLight. It was very, very cumbersome. It didn't really flow. We had to have multi-directional feeds from SilkRoad to ADP, then back out to the learning system. It was not very user-friendly including on the administrative side. You had to go through steps that were unbelievable and there was no easy way to do it. It was just hard —and it was our fault. We wanted something inexpensive and that's what we got. We were very pleased when we went to ADP. The cost was great, and we got a great product.

Switching to ADP

Michele: I love ADP's Essential Learning because it has really streamlined the training process. We have four people in HR, but we do a lot, and training was a weekly process for us. We had to go to different sites, have a presentation, bring the screen, pack up all the goodies. Now, we can go online and assign those classes across our portfolio, get them back in a timely manner, document it in the system and send out a virtual award. It has really made a difference in the day-to-day training processes at our company.

Essential Learning has really simplified the processes that we have with our onboarding, our performance evaluations and our methods of communication. We don't have to send an abundance of emails with attachments, and that time can be better spent on focusing on partnering with our employees for their success. The notetaking is in the system, the paperwork is in the system — it is just amazing. We feel like we've been propelled into the 21st century. With ADP, we can count on everything working, and that relieves some of the stress in our department.

Laura: When I first got to this organization, we were utilizing an additional provider for just harassment training. What we were paying for that harassment training started to not make sense, so I began researching ADP. With ADP Essential Learning, you get the Skillsoft catalog, which provides a lot of the soft skill training including compliance. You also have the ability to create and upload your own courses. ADP Essential Learning really allowed us to consolidate all our training into one platform.

Donna: We went with ADP Essential Learning because we wanted to house everything in one system. We like that ADP is flexible, that we can add different vendors from the marketplace, but we really want everything in one spot.

Finding time savings

Michele: We used to spend an hour a day on training. Now with ADP Essential Learning, we spend 15 minutes loading a training. It's really been great. We're saving 75 percent of our time with this automated process. We have eliminated the tracking, the manual printing and the manual execution of the process. The people who were in charge of the leg work, the printing and putting the emails together are now focusing on wellness, and that is paramount to me right now. It's pretty priceless.

We used to spend an hour a day on training. Now with ADP Essential Learning, we spend 15 minutes loading a training and having them take care of it. It's really been great. We're saving 75 percent of our time with this automated process.

Michele Perry,
Director of Human Resources,
American Assets Trust, Inc.

On-the-go capabilities

Michele: Another great aspect of ADP's Essential Learning system is that our employees in the field and our engineers can take the 15-minute weekly training on their phones. They can actually do that at the site and not have to come into an office. Imagine the productivity that we are gaining from taking out that manual step and accessing every employee everywhere.

Laura: One of the great aspects of the learning platform is that you are able to do it remotely. You can do it on a tablet or an iPhone, which allows our team members to complete their training where it's best for them.

Donna: We're very technology driven. We want our employees to be able to do everything on an app. They're out in the field, they've all got iPads. We want everything completed in one spot as much as we can.

Create learning opportunities with ADP

Get the tools you need to train and develop your people.

ADP Workforce Now Essential Learning: ADP Workforce Now Essential Learning provides a seamless way to manage, administer and access modern training content across your organization. With instructor-led training capabilities, course administration and assignment, access to thousands of additional training courses and development content and more, you'll be well-equipped with what you need to deploy a learning solution.

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