



# CASE STUDY

CLIENT: LARGE CONSUMER PRODUCTS MANUFACTURER EMPLOYEES: 980  
 REGION: U.S. SOLUTIONS: CONVERGENCE LMS, CONVERGENCE COURSE LIBRARY

## Convergence Enterprise LMS helps large manufacturer **CUT 60% OF OVERTIME COSTS** related to workforce training

“*For a facility of our size, if you were going to take everyone and hold them over for one hour to teach environmental awareness, it’s \$60,000. Convergence LMS paid for itself the first day we launched it by allowing our employees to train on the job.*”

- Training Manager

### The Challenge

A large American manufacturer of consumer products needed to train 980 workers annually on OSHA safety regulations, as well as keep accurate records of its training. The company used on-site training provided by a third-party for its OSHA compliancy, but the trainer’s limited schedule forced many employees to work costly overtime hours to complete their training. With an average of \$55 per overtime hour, one company-wide hour of overtime training equaled \$53,900. **There was an average of 8 hours of overtime per employee per year spent on OSHA compliancy training. Total cost: \$431,200.**

### Our Solution

One of the benefits of a computer-based system is that it allows workers to train whenever they want, including during downtime or at the start or end of shifts. Because workers are no longer required to attend live training sessions at a specific off-shift time, this greatly reduces overtime hours. **After implementing the Convergence solution, the overtime hours for safety training at this company dropped from 8 hours to just 3 hours per employee, saving them 62.5% on their annual overtime costs.**

### Results

| BEFORE                                 | AFTER                                  |
|--|--|
| <b>7,840 hrs</b>                       | <b>2,940 hrs</b>                       |
| 8hrs O.T. x 980 Workers                | 3hrs O.T. x 980 Workers                |
| <b>\$431,200</b>                       | <b>\$161,700</b>                       |
| 7,840 O.T. hours at \$55/hr            | 2,940 O.T. hours at \$55/hr            |
| Annual Overtime Cost: <b>\$431,200</b> | Annual Overtime Cost: <b>\$161,700</b> |