



# Nes Fircroft

## Background

NES Fircroft is the world's leading engineering recruitment provider supplying staff to the Oil & Gas, Power & Renewables, Infrastructure, Life Sciences, Mining, Automotive and Chemicals sectors.

With over 100 offices in 45 countries, their team of consultants provides tailored staffing solutions, sourced from a global talent pool.



**100**  
Offices



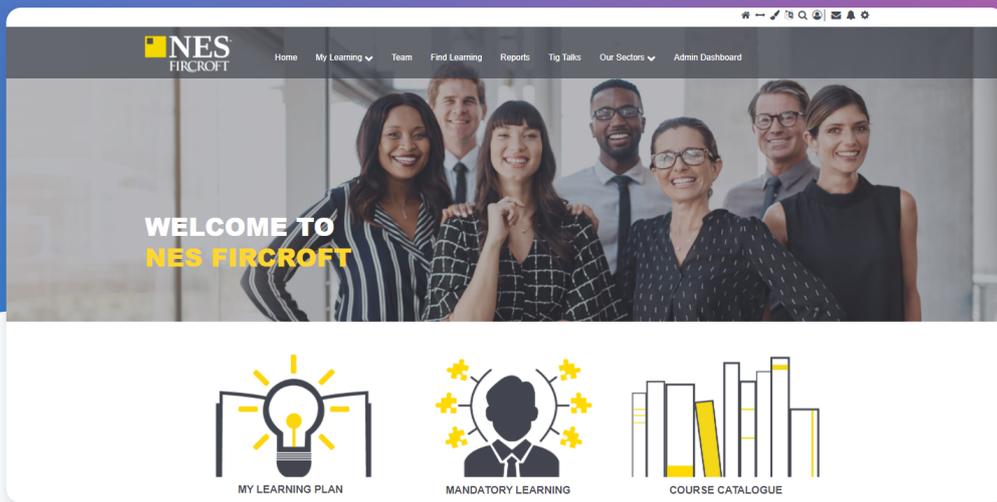
**45**  
Countries

## Challenge

Historically, the business had a basic model Totara platform which largely acted as a repository to store online training materials. It wasn't progressive or fit for the future needs of the organization.

When the business introduced a new personal development framework, it identified a need for a learning system that could focus on an individual's skills and career development,

rather than the system centering around a collection of resources for compliance purposes. The vision was for staff's development to be planned and measured in an objective way as they moved through the company and to allow learners to come together as a community. They wanted a way to engage the learner and give them the skills they need, rather than a resource of generic courses.



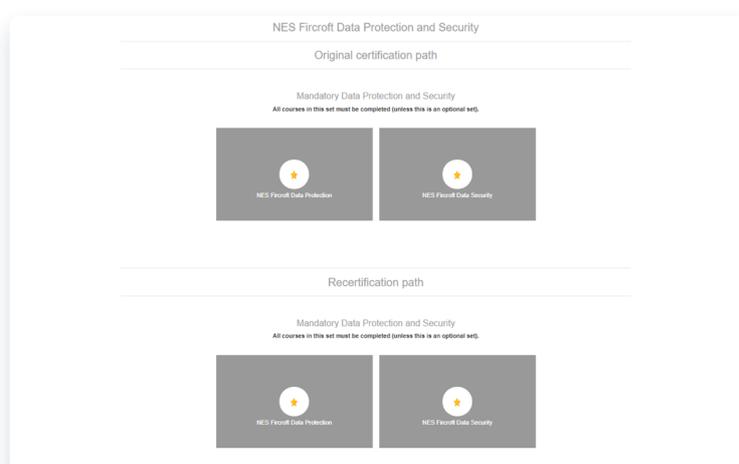
## Solution

NES Fircroft carried out a robust comparison of learning technologies vendors and the Learning Pool Platform was chosen to meet its growing needs.

The solution comprised the Learning Pool Platform alongside Learning Pool Authoring which enables organizations to add in company branding and corporate policies to ensure the courses fully meet the needs of the business. Learning Pool Authoring also allows the L&D team to introduce regional variations into the course material and push out country-specific employment manuals to certain groups of staff. Three key languages are used within the platform: English, Russian and Chinese. Over

150 courses have been made available; some of these include lessons from Learning Pool Library Content's Foundation Collection, such as Data Protection, Data Security and Anti-Bribery. Many of the courses are blended with sector-specific dashboards which also include other resources, such as podcasts and videos relating to a specific sector.

Learning Pool Platform is also used to advertise and facilitate online live group training and will be used to streamline the onboarding process so that orientation can be accessed before an employee starts.



## Results

Learning Pool Platform has been a great success and a recent user satisfaction survey showed that **99% of the compliance courses** had met or exceeded employees' expectations and **100%** indicated they would be able to apply what they had learned within their work. The latest 3-month insight data from the platform shows that logins have increased by over **250%** and course completions up over **350%**.



**99%**

Exceeded employees' expectations



**100%**

Applying what employees have learnt



**250%**

Increased logins



**350%**

Course completions



“The introduction of the Learning Pool Platform has been a great benefit to the business as it now allows us to focus tailored learning materials around specific job roles, regions and sector specialisms, rather than having a pool of content available to all. We have been able to push out non-English content to our staff across the world and users are able to access the materials wherever they are and from whatever device they choose. We are pleased to have had particularly strong usage from our service center in Bangalore. We very much feel in safe hands with Learning Pool, the service desk support is excellent, and the company is progressive, so we feel the system is future-proofed to allow us to grow with it.”

Ruth Millership

Digital Learning Project Manager at NES Fircroft

