

Case Record

You've got to reach to teach



Date Launched
2001

Developer Learning
Works

Through our commitment to the principles of sustainable development we realise that to be effective in meeting our objectives and targets we need to deliver clear and accessible sustainability training to all of our employees.

Production of a training module that introduces Sustainable Development and will be accessible to everyone in the company.

Business Benefits

- **Awareness of sustainability issues vital across all areas and levels of the business if sustainable development is to be achieved.**
- **Knowledge leads to awareness / ideas that are beneficial to sustainable development and business strategy.**
- **The IT based module is beneficial to the environment. It avoids need for excess use of paper / resources, manpower and also the pollution produced when people travel / commute to educational courses.**
- **Makes training accessible to all.**

We have adopted a 'blended approach' for our Sustainability Training - this approach is a combination of face-to-face training, print based training, on line remote and workshop based training. Part of this is the IT based learning or e-learning. This is a useful tool in reaching out to employees and also fits into sustainable ideas by reducing the need to travel and delivery costs. However, e-learning is most effective when it is one piece of a training programme rather than as an economic alternative to the classroom.

In this way an IT based training module has been produced through a joint initiative with ConstructDirect, a learning portal project of the Construction Industry Training Board (CITB). ConstructDirect plans to offer construction specific learning and is currently piloting two modules. One of these, "An Introduction to Sustainable Development", was created in an arrangement between CITB, Carillion, Casella Stanger and Unipart Advanced Learning Systems (UALS).

The interactive on line module is designed for all levels within the construction supply chain from demolition contractors to design engineers and can be completed within 20 - 25 minutes at the operator's own pace. The module helps the learner to understand what sustainable development means for the construction industry and the role individuals have in making sustainable construction happen.

The module is available to all Carillion employees via a user-friendly Intranet site named People Pages, which allows employees to access a whole range of learning materials. The on line module will be used as pre-work for face to face sustainability training within Carillion. New sustainability courses have been developed to 'blend with' the on line module and to provide opportunities to reinforce the key learning outcomes.

Carillion recognises that creating a culture of sustainability will give many benefits across all parts of the company.