

Process Training

Energy & Utilities Industry

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CommLab India has designed and developed courses for the company which manufactures and sells atmospheric, process and specialty gases and surface coatings. It is an industrial gas supplier in the North and South America. It produces oxygen, nitrogen and argon through several air separation processes. It supplies wear-resistant, high temperature corrosion resistant metallic coatings, ceramic coatings and powders.

Project Context

The course deals with providing training to the employees for describing their role in the career development process, introduce new career positioning system, and outline their next step for participating in the career development activities.

Project Requirement

- Raw material in form of Presentations was provided.
- Audio required for the entire course.
- Final and internal assessment to be included in the course.
- Screen should contain interactive elements.
- Career development tools were provided by the client.

Technology Specification

- Operating System : Windows XP
- Browser : Internet Explorer
- Screen resolution : 1024 X 768
- Plug-in : Flash Player 8 or higher

Key Challenges

- As the learners were fresher as well as experienced, there could be a difference in level of understanding.
- There could be a possibility for learners to skip the pages as there were no restrictions in the course.
- If the learner fails after attempting the final assessment, he/she may not be able to find where they need to improve.

Our Approach

The course is presented in the form of instruction based learning. The course was so designed that it could be easily understood for both the fresher's as well as the experienced person by generalizing the key concepts. Apart from the final assessment, there were formative assessments to assess learner's knowledge at each level. Different interactivities have helped in engaging the learners emotionally, mentally and intellectually throughout the course.

Sample Screenshots:

The Manager's Role in Career Development



Menu Help Print Exit

Career Development

Career development is about continuous learning and job enhancement.

Manager's should encourage employees to grow in their current role by:

- Learning new skills and broadening their knowledge.
- Focusing on current job performance and doing everything with a sense of urgency and drive to win.
- Seeking opportunities to apply their expertise in a broader business context.



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Career Development for Employees

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Roles in the Partnership

Career development is a partnership between the Employee, Manager and Human Resources.

Employee	Manager	Human Resources
<ul style="list-style-type: none">■ Owns his/her career■ Initiates process■ Seeks feedback■ Develops skills		



Slide Progress 100% | Module Progress 22%

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