

# Digitalising industrial training

Compliance, traceability  
and HR performance





## About Enovation

For nearly 20 years, Enovation has supported industrial organisations in the digitalisation of their training. Our bespoke solutions are tailored to complex operational environments –multi-site, high-mobility settings with stringent compliance demands.

# Three key challenges in industrial training

1

### Increasingly complex training requirements

HSE compliance, client audits, ISO standards, hygiene, traceability, and good manufacturing practices  
→ how do you ensure every operator is trained—and that you can prove it?

2

### The need for multi-site standardisation

Each site or production line often manages training differently, resulting in inconsistencies, information loss, and potential compliance risk → resulting in inconsistencies, information loss, and potential compliance risks.

3

### A hard-to-reach workforce

Operators may lack fixed workstations or email access → need mobile, user-friendly training solutions that are easily accessible on the shop floor or in the field.



# 5 signs it's time to upgrade your online training system



## Disorganised or manual tracking

Still validating training paths via Excel or email? This leads to errors, oversights, and makes audit preparation extremely difficult.



## Unclear training records

Can't easily see who's trained on the latest procedures or standards? That could be a serious vulnerability during inspections or incidents.



## Training content misaligned with on-the-ground realities

Courses that are overly theoretical or lengthy often fail to reflect the actual job—leading to disengagement and reduced effectiveness.



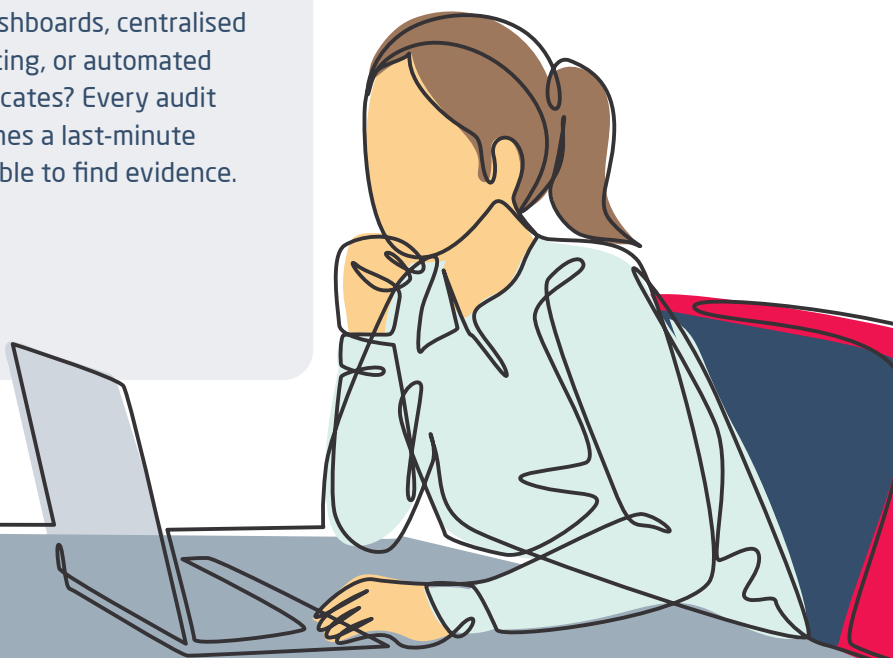
## Limited mobile or multi-site access

Outdated intranets, fixed desktop stations, and lack of mobile options result in slower skill development and a diminished learning experience..



## Inability to demonstrate compliance

No dashboards, centralised reporting, or automated certificates? Every audit becomes a last-minute scramble to find evidence.



# Case study

## ELIS GROUP

### Context

Elis, a global leader in circular workplace services with 57,000 employees across 500 sites in 30 countries, partnered with Enovation to deploy Moodle Workplace, an open-source learning management system.

### Challenge

Previous collaborative tools proved inadequate for Elis's scale:

**Group scale:** each of the 30 countries in which Elis operates had specific training needs, requiring tailored solutions.

**Access to training:** existing systems lacked the structure and efficiency needed for smooth, centralised access to training.

**Lack of engaging content:** the available tools made it difficult to develop robust, interactive training materials—leading to disengaged learners.

### Results

- Over 40 content creators trained.
- More than 400 courses launched across 11 countries.
- The platform now supports Elis's core values and professional development goals.
- Dedicated training paths accelerated the deployment of IT projects.
- A robust learning network was created, fostering continuous growth and engagement.

### Solutions

#### Implementation of a Moodle Workplace LMS:

A flexible, scalable platform offering centralised management at the group level, with the ability to customise training for each subsidiary. This ensures consistency while addressing local needs in a structured and coherent way.

#### Powerful content creation tools:

From built-in Moodle Workplace features to integrated third-party tools, the platform empowers content creators to deliver targeted training tailored to diverse roles, professions, and regions.

#### Expert support:

From start to finish, Enovation's team supported Elis through every stage of their digital transformation.



*"The implementation of Moodle Workplace LMS, together with Enovation's support, enabled Elis to establish a true knowledge network, which has become a key pillar in our group's growth strategy."*

**Marcella Ruas**

Group HR Development Director, Elis

# Is your training system ready to evolve?

- ☐ Are your critical online courses automatically traceable?
- ☐ Can you generate reports by site or training category?
- ☐ Can your operators train without a computer?
- ☐ Is your training standardised across all your sites?
- ☐ Are you confident ahead of client, quality, or safety audits?

## BOOK A FREE AUDIT OF YOUR TRAINING SYSTEM

### In just 20 minutes:

- Identify key areas for improvement
- Assess your current tools
- Explore how a tailored, open-source LMS can elevate your industrial training programme

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