



# AGILE

## employee training.

Scoular Drives Employee Development  
With Absorb LMS



### INDUSTRY

Agriculture Supply Chain

### USE CASE

Employee Training

### CHALLENGE

Improve employee access to development opportunities and resources.

### SOLUTION

Absorb LMS with Content Library Integration.

### RESULTS

After a successful launch of the company's first eLearning program, Scoular has a single source of truth for training data—and big plans for the future.

Founded in 1892 in Superior, Nebraska, USA, Scoular provides diverse supply chain solutions for agricultural businesses. Having grown to 23 offices and 79 facilities across North America, South America and Asia, Scoular sought to provide its 1,000+ employees with improved access to a universal set of development opportunities and resources. To tackle this, Scoular launched its first eLearning program—built on Absorb LMS—in January 2019.

### How did you determine that you needed an eLearning solution, specifically an LMS?

It started after we did an employee engagement survey and saw that our lowest scores were related to employee development—mainly regarding access to development opportunities and resources. Follow-up discussions made it clear people wanted access to more training and information. Having previously worked at companies that had an LMS, it was pretty clear to me that that was the missing link.

### Why'd you choose Absorb?

We were looking for an LMS that fit with our company—our culture and how we do our work. We wanted to be able to create our own content, but also wanted to leverage courses from an external content library. We looked into Docebo, Bridge and Infor, but in the end, Absorb stood out as the best option.

## What set Absorb LMS apart from the other systems you considered?

First, the look and feel. It was so much more intuitive than the others—you could tell that a lot of thought had gone into the user experience. For example, scheduling instructor-led courses is a lot more straightforward with Absorb. If it's a multiple-day session you enter one today session and you're done. With some of the others you'd have to create two one-day sessions. That wasn't going to work for us.

## Did you get “hands on” experience with Absorb before buying?

Yes. Absorb gave us access to a sandbox so we could go in and play around—try different things and learn through experience—without the risk of messing anything up. That was another big selling point for Absorb and it was really helpful.

## Speaking of getting set up, how was your onboarding experience?

Our Client Success Manager is fantastic. She's very responsive, very proactive and very helpful. Working with her has really created a great experience for us. Besides our CSM and the sandbox, we really found the Absorb Academy training to be helpful, especially since we can access it at any time for a refresher. And whenever we've needed help with something—or there's been any sort of issue—the response has been great.

## Now that things are up and running, have you started to think about what's next?

Yes, definitely. First, we want to start getting deeper into the reporting and analytics. We're also going to start automating some of the different annual training that people have to do. Working in agriculture, there are a lot of different rules and regulations that vary depending on location. We're also going to start incorporating LMS training into employee goals. We think it'll be a great way to encourage people to sign on and explore the content that's available.

“ We were looking for an LMS that fit with our company—our culture and how we do our work. ”

— Scoular

## Before we finish, is there anything else you'd like to share?

Since we've started using Absorb and retired the old spreadsheets, we've definitely saved a lot of time. Before, if something got missed it took a lot of digging to find what we were looking for. Now there's one source of truth—and as long as we're diligent about adding in learning that happens offline—it'll always be accurate and up to date. Another big selling point for Absorb and it was really helpful.

See how Absorb can empower your organization

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