

Vulcan Addresses Skills Gap and Transforms Training Program Across 220+ Locations

The Customer



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“I’m very optimistic and excited about the training direction we’re going. I think we’re still just at the tip of the iceberg with what we’re going to be able to do now.”

David Berdeaux

Instructional Designer & Training Facilitator

The Challenge

Vulcan Materials, a leading provider of stone, gravel, and aggregate with more than 8,100 employees at over 220 sites, was challenged with keeping everyone up-to-date on their compliance, safety, and job skills training to close employee skills gaps. Assigning training was difficult, if not impossible. Subject to stringent OSHA and MSHA guidelines, Vulcan was at risk of fines, production downtime, and worst of all, employee incidents.

Plus, they relied solely on in-person classroom learning, limiting how many employees instructors could train in a given year. Vulcan described that instructor time was often booked a full year in advance. Often, they would face a wealth of training topics, but a lack of available instructors.

The Choice

Vulcan was able to deliver timely and consistent training courses through Vector Solutions libraries including:

- MSHA (Mining) Course Library
- HSE (Health, Safety, and Environmental) Training Library



The Change

Before implementing the solution, David Berdeaux, Instructional Designer & Training Facilitator, says that manpower limited how much training Vulcan could provide. With Vector Solutions, Vulcan implemented a blend of online and live instruction to:

- Eliminate its training backlog
- Standardize training to all 220+ sites
- Close skill gaps for employees
- Better allocate and prioritize training resources

Reception from both employees and training administrators has been positive. In fact, after being trained on the system and its capabilities, one safety manager exclaimed, “This is just like Christmas”.