



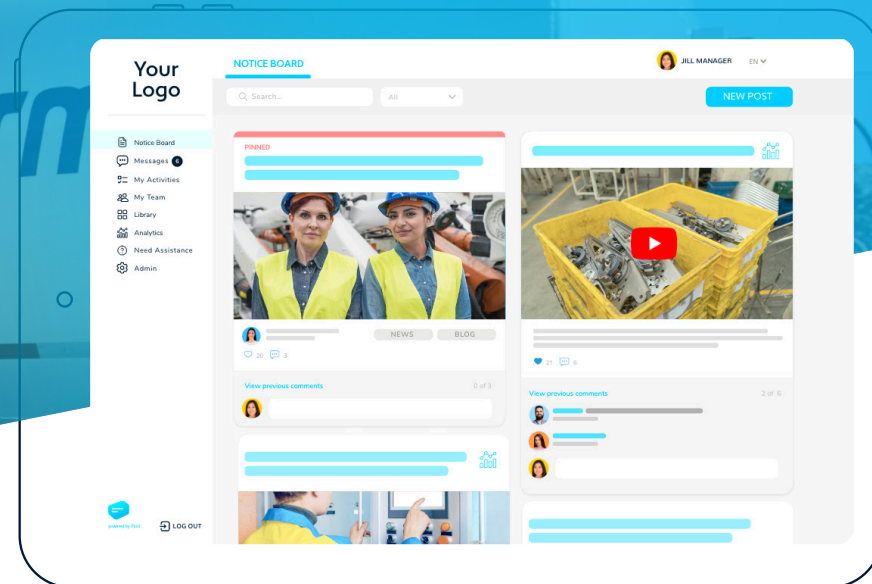
» DRIVERS, OFFICE & SHOP FLOOR STAFF

» 24/7 OPERATION

» 1100+ TRUCKS ON THE ROAD

## Digitization of onboarding and training reduces costly in-person live meetings.

Seaboard Transport Group is a North American leader in transportation of bulk petroleum, chemicals, dry goods, food, and refrigerated freight. Seaboard nurtures a strong culture of high standards in safety, environmental stewardship, quality management, education & training, technology, and continuous improvement.



### CHALLENGE

Comprehensive training during onboarding, as well as continuous learning through the employee lifecycle, is a priority for Seaboard.

With drivers working across North America, in-person training was impractical. It was complex to schedule, expensive, and pulled the drivers off the road.

Instead of gathering drivers in one location, booking hotels and conference rooms, Seaboard was in need of an agile, digital training solution.

### SOLUTION

In search of a practical training platform that reaches drivers when and where they are, Seaboard adopted iTacit as its comprehensive LMS. Training is now standardized and mobile, accessible on any device.

Digital training replaced in-person onboarding sessions, saving time and money. Employees are happy with the flexibility to get up to speed, or learn new skills, without spending 2-3 days on location.



## RESULTS

### + Centralized compliance records

All employee training records, licenses, and certifications are centralized in a digital hub, accessible in seconds. No more paper based records scattered across the country, meaning documentation can be pulled from anywhere, any time.

### + Structured onboarding

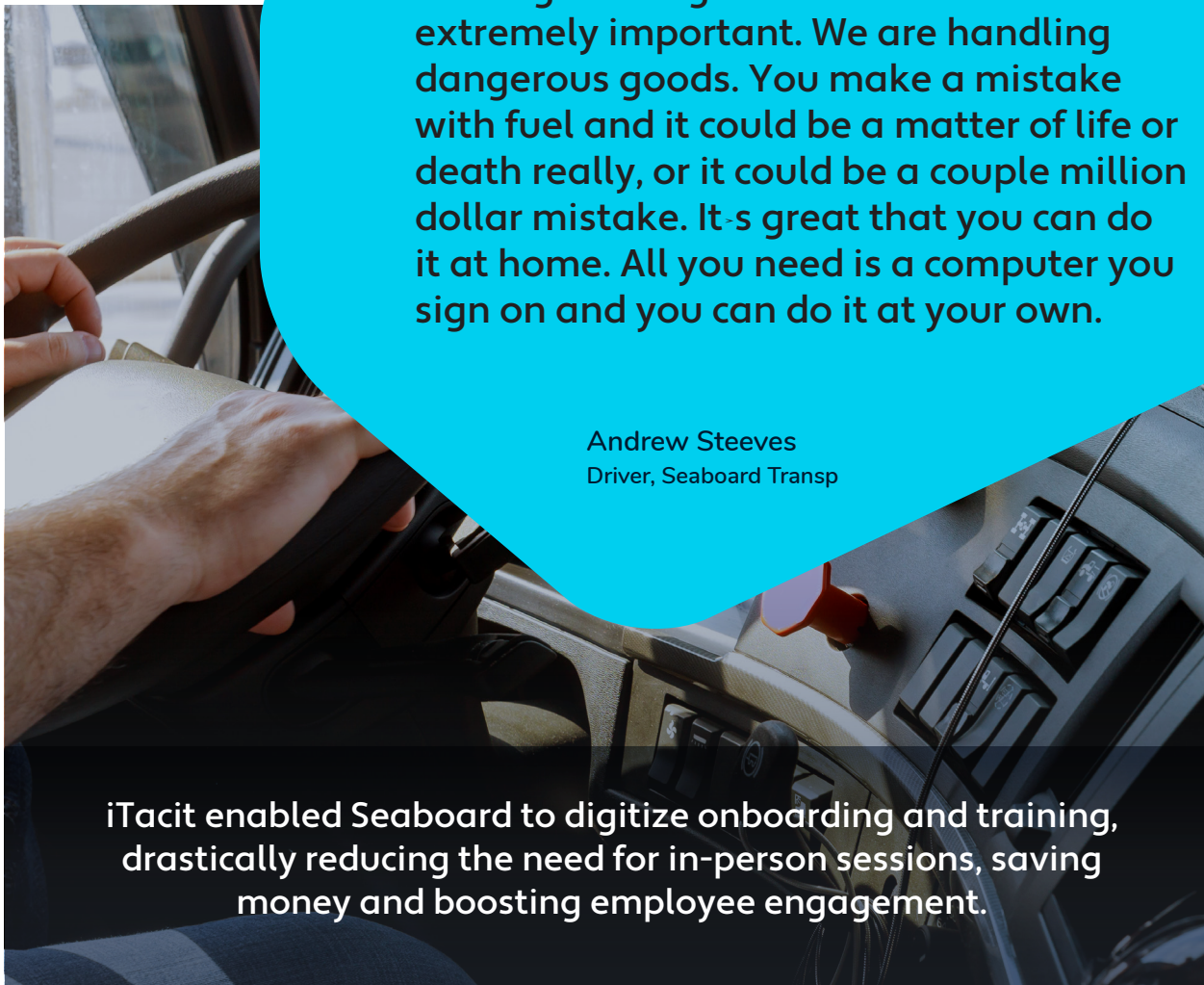
Digitization has given the onboarding process more structure and repeatability. Having a solid process has allowed Seaboard to better understand, fine-tune, and standardize their onboarding procedures.

### + Higher engagement

With training more easily accessible, Seaboard has noticed that even non-mandatory training has increased. Staff have embraced the flexibility of digital training and shown enthusiasm to expand their skills.

### + Lowered Cost

Dispersed driver locations made traditional training sessions expensive. With a digital platform, costs are down for onboarding and training, saving on transportation, lodging, and space rental.



“ Making training accessible for drivers is extremely important. We are handling dangerous goods. You make a mistake with fuel and it could be a matter of life or death really, or it could be a couple million dollar mistake. It's great that you can do it at home. All you need is a computer you sign on and you can do it at your own.

Andrew Steeves  
Driver, Seaboard Transp

iTacit enabled Seaboard to digitize onboarding and training, drastically reducing the need for in-person sessions, saving money and boosting employee engagement.

