

## Implementation of Training and Development across region with Esruti

**Client: CIFA, ICAR, GOVT. of India.**

### Introduction:

Our Client (Govt. of India) a technology company with its beneficiary spanning across various states in India aimed to modernize its training and development efforts. To meet this goal, they implemented the innovative learning management application, **ESruti**, transforming the way they educate and up skill their beneficiaries.

### Challenges Faced:

**Inconsistent Training:** Govt of India grappled with the challenge of ensuring that training content was consistent across its state with regional variations.

**Remote Workforce:** The geographically dispersed workforce made it vital to provide training accessible anywhere and at any time.

**Tracking and Evaluation:** They needed better tools for tracking beneficiary progress and evaluating the effectiveness of their training programs.

**Engagement:** Capturing and retaining the attention of remote and diverse beneficiaries proved to be a challenge.

### Implementation Steps:

1. **Needs Assessment:** A dedicated team comprising Learning & Development specialists performed a comprehensive needs assessment to pinpoint specific training needs and challenges.
2. **Vendor Selection:** After an exhaustive search, our client (Govt of India) chose **ESruti** due to its scalability, user-friendly interface, and customizable features.
3. **Content Migration:** Existing training materials, covering on boarding, compliance, technical training, and soft skills development, were migrated to **ESruti**.
4. **Customization and Integration:** **ESruti** was customized to seamlessly integrate with clients existing systems, including databases and performance management tools.
5. **Training and On boarding:** A thorough training program was initiated to ensure all beneficiaries were comfortable and confident with the application.
6. **Gradual Rollout:** The application was introduced incrementally across regions allowing for feedback and refinements.

### Outcomes:

1. **Standardized Training:** **ESruti** ensured that all beneficiaries had access to standardized, high-quality training materials, irrespective of their location of region.

2. **Enhanced Accessibility:** Beneficiaries could access training materials on any device, promoting remote and on-the-go learning.
3. **Tracking and Reporting:** Real-time data and analytics allowed our client to monitor beneficiary progress, assess performance, and make data-driven decisions about training programs.
4. **Engagement and Interactivity:** The inclusion of quizzes and multimedia content increased beneficiary engagement and interaction with training materials.

### **Challenges Faced:**

1. **Resistance to Change:** Some beneficiaries initially resisted the shift to a new learning management system. Extensive training and support were provided to address this issue.
2. **Technical Glitches:** Occasional technical issues, such as server downtime, required prompt resolution to minimize disruption.
3. **Content Maintenance:** Ongoing content updates and maintenance required a dedicated team to ensure that training materials remained current and updated.

### **User Usage Insights for ESruti**

**Total Registered Users:** 40,000+

**Monthly Active Users:** 30,000+

**Daily Active Users:** 20,000

#### **User Engagement:**

Average Session Duration: 15 minutes or A video Material

Most Popular Feature: Course Section

Registration to Active Users: 70% of registered users become active users.

#### **Demographics and Segmentation:**

##### **Age Distribution:**

18-24: 35%

25-34: 45%

35-44: 15%

45+: 5%

**App load time:** 2 seconds on average.

**User Feedback and Ratings:** Positive across demographics Usage

**Average user rating on app stores: 4.5/5**

## **Conclusion:**

The successful implementation of Esrutiat our client's website significantly improved the quality and accessibility of training and development programs. It standardized training content, enhanced accessibility, and provided robust tracking and reporting capabilities. Beneficiary engagement and interactivity also improved, leading to a more effective and engaging learning experience. Despite initial challenges, Esruti became a valuable addition to the client's training and development infrastructure, supporting the continuous growth and development of its workforce.

## **1. Implementation of Learning Management System in Coaching Centre**

**Client: Vidwan Coaching Centre**

**Made By WayIndia software solutions pvt ltd**

### **Introduction:**

This case study examines the implementation of Learning Management System (Esruti) in a fictitious higher education institution called Vidwan." Vidwan is a mid-sized Coaching with approximately 10,000 students and 500 faculty members. The institution decided to adopt an LMS to enhance the overall learning experience, streamline administrative processes, and improve accessibility to course materials.

### **Background:**

Prior to implementing the LMS, Vidwan relied on a combination of traditional in-person classes and fragmented digital tools, including email, file sharing platforms, and various course-specific websites. These systems lacked integration and posed challenges for students, faculty, and administrators. Vidwan recognized the need for a centralized platform to manage course content, assessments, and communication, ultimately choosing the "Esruti LMS" for its versatility and scalability.

### **Goals:**

1. **Streamline Course Management:** Simplify the process of creating, organizing, and managing course content, assignments, and assessments.
2. **Improve Communication:** Enhance communication between faculty and students through discussion boards and query features.
3. **Enhance Accessibility:** Provide students with easy access to course materials, grades, and feedback, irrespective of their location.

4. **Data Analytics:** Collect and analyse data to assess student engagement and performance, enabling data-driven decision-making.

## Implementation:

The implementation process of the LMS at Vidwan involved several key steps:

1. **Need Assessment:** A cross-functional team comprising faculty, IT staff, and administrators conducted a thorough needs assessment to identify specific requirements and challenges.
2. **Vendor Selection:** After evaluating various LMS options, Vidwan selected Esruti LMS based on its features, scalability, and cost-effectiveness.
3. **Training:** The Coaching Institute invested in comprehensive training for faculty and staff to ensure they were proficient in using the LMS.
4. **Content Migration:** Existing course materials were migrated to the LMS, including syllabus, assignments and quizzes.
5. **Pilot Programs:** Several pilot programs were initiated to test the LMS in real-world classroom settings and gather feedback for adjustments.
6. **Full Rollout:** Once the pilot programs proved successful, the LMS was fully deployed across all courses and departments.

## Outcomes:

The implementation of the LMS at Vidwan resulted in several significant outcomes.

1. **Streamlined Course Management:** Faculty found it easier to organize and update course content, assignments, and assessments. This led to more consistent and organized course materials.
2. **Improved Communication:** Students reported better communication with their instructors and peers through the discussion boards and messaging features, which facilitated collaboration and support.
3. **Enhanced Accessibility:** Students could access course materials and grades at any time, making it easier for those with diverse schedules and remote learners.
4. **Data Analytics:** The LMS provided data insights, allowing Vidwan to monitor student engagement and performance. This data helped identify areas where additional support and resources were needed.

## Challenges Faced:

While the implementation was largely successful, some challenges were encountered like:

1. **Faculty Resistance:** Some faculty members were initially resistant to change and required additional support and training to fully embrace the LMS.
2. **Technical Issues:** There were occasional technical issues, such as server downtime and connectivity problems, which impacted the user experience.

3. **Data Privacy:** Ensuring data privacy and security was an ongoing concern, and Vidwan had to continually update its protocols to protect sensitive information.

### **User Usage Insights for Esruti for Vidwan**

**Total Registered Users:**10,000+

**Monthly Active Users:**5,000

**Daily Active Users:**5,000

#### **User Engagement:**

Average Session Duration: 45 minutes

Most Popular Feature: Course Section

Registration to Active Users: 70% of registered users become active users.

#### **Demographics and Segmentation:**

##### **Age Distribution:**

18-24: 85%

25-34: 10%

35-44: 3%

45+: 2%

**App load time:** 2 seconds on average.

**User Feedback and Ratings:** Positive across demographics Usage

**Average user rating on app stores:** 4.5/5

### **Conclusion:**

The implementation of the Learning Management System at Vidwan improved course management, communication, and accessibility, leading to a more robust learning environment. By collecting and analysing data, the institution was able to make data-driven decisions and provide better support for its students. While there were initial challenges, the long-term benefits of the LMS made it a valuable addition to the university's educational infrastructure.