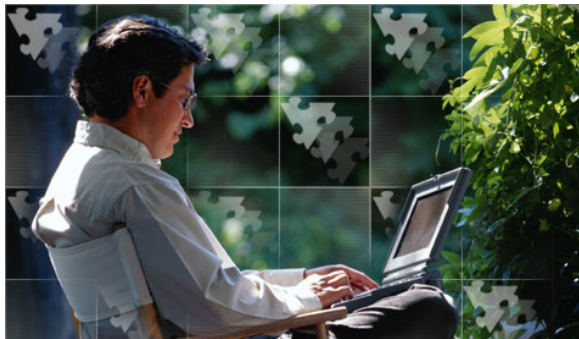


## E-Learning and Learning Management Systems

*We hope this brochure answers many of your questions about GBK's e-learning and learning management solutions. If we can be of further assistance, please think of us as your resource.*



## E-Learning and Learning Management Systems



GBK is a leading provider of computer/web-based environmental, health and occupational safety (EHS) training solutions, including custom content development, learning management systems (LMS) implementation, and instructional systems design. EHS training is one of GBK's core competencies. We have delivered over 1 million student/contact hours of EHS training in more than sixteen countries and in six languages. GBK's instructional systems designers apply this experience in designing our interactive, computer and web-based learning solutions.

### Our Approach

Our designers deliver developed SCORM-compliant training in a fully-deployed, web or server-based LMSs allowing our clients full control of data collection and management of their training program. Furthermore, developed content can be integrated with work-flow information management systems (IMS) to provide our clients with a comprehensive just-in-time, on-demand training solution.

We assist our clients with choosing the format and technology that meets their existing and future needs, as well as design and develop training applications that realize an effective training event. GBK has established a design approach that maximizes value to the client organization by developing around key terminal learning objectives identified by business-case, loss data and regulatory gap-analysis that can only be accomplished by a company with our significant EHS training experience.

### Case Study: **Benchmark Insurance Corp.**

Benchmark Insurance, an A-rated insurer of retail food chains with over \$500m in coverage came to GBK to provide a series of online, web-based occupational safety training programs for its insured customers.

Based on extensive business-case and loss data analysis, GBK developed an eight module, on-demand interactive employee safety training series that resided on Benchmark servers.

The results of a two-year study, of over 3,400 employees resulted in an amazing 28% reduction in total claims and as high as 60% reduction for some of its retail customers.



### Synergistic and Adaptive Technologies

GBK maintains a variety of licensed technologies, including the latest in animation, data, and learning management that ensure that our product's production-value exceed industry standards. Our training solutions have been deployed on a variety of IT infrastructures including Oracle, Microsoft, and Linux-based systems. GBK's data centers, located in Oklahoma City and Tulsa, meet all government security and reliability standards and are currently serving content globally to the Department of Defense.

## **We Are Subject Matter Experts in ESOH**

Since 1993, GBK has produced over seventy-five ESOH training curricula on subjects ranging from *Hazardous Materials Specialist: Weapons of Mass Destruction* to *Environmental Management Systems Implementation*. We have provided this training to clients ranging from Fortune 500 Corporations to Federal response agencies at the highest levels. GBK is a Certified External Training Provider by the US Environmental Protection Agency (USEPA), employs instructors certified by International Fire Service Accreditation Congress (IFSAC), and has



developed and delivered courses approved by the Interservice Environmental Education Review Board (ISEERB). Our clients can rest assured that our ESOH training solutions are not only engaging, but accurate and compliant with regulatory and technical standards.

### **Systems Integration**

A key benefit of online learning systems is potential interactivity with information management systems (IMS) for the purposes of reporting, compliance assurance, workflow management, and analysis. GBK has extensive experience in designing our content to “work and play well” with legacy IMSs. Furthermore, the e-learning content can be designed to be deployed autonomously, or integrated with any SCORM compliant learning management system, such as Blackboard®, or Aspen® or Moodle®, or GBK can configure your own need-specific LMS.

### **License-free Applications**

GBK approaches every new e-learning development project with a “clean slate.” Our applications are developed on the belief that every project is unique and can benefit from a specific technology, design methodology, and aesthetic.

### **Case Study: US Army - Europe.**

US Army operations in Europe number at over thirty installations distributed over four countries, each with its own ESOH regulatory requirements employing both US military and civilian host-nation personnel.

The ESOH regulatory exposure and compliance costs were staggering. The costs of providing the necessary regulatory training alone, compliant with multiple regulatory standards in multiple languages exceeded \$500K annually, and even then, not all personnel were receiving the necessary training. The Army’s Installation Management Agency came to GBK for help.

GBK performed the regulatory analysis, instructional systems design, and developed a series on-demand, online training systems that delivered the respective host-nation specific compliant training narrated in both English and the prevailing host-nation languages. The system was deployed on the Army’s internal IT infrastructure. Today, the Army in Europe has better regulatory compliance through the deployment of a system with a resulting payback in less than six months.

Thus the courseware and all associated code developed is the property of the client. GBK withholds no licensing of the developed products.

### **Wireless, Server-based Systems**

GBK has pioneered new approaches to developing on-site, on-demand training solutions to be employed at remote environments. Our On-Site Learning Management System is designed to be deployed at emergency scenes, construction sites, plant floors and other locations where employees may need training on specific EHS protocols, procedures, or guidance on-demand, at the scene.

## **Our Experience**

GBK has significant experience in designing, developing and implementing e-learning training programs focused on institutional/organizational requirements. These are just a few of the e-learning projects GBK has successfully completed:

### **2006 - US Army Corps of Engineers – Europe**

GBK is currently development of a comprehensive, rich-media, web-based training solution intended for US Army Environmental Compliance Officers. The training is based on the specific host-nation environmental requirements for Germany, Belgium, The Netherlands, and Italy. The solution incorporates a novel coding approach which delivers specific learning objects based on student characterizations (e.g., host-nation, language) This large development project is fully narrated in multiple languages

### **2006 - United States Coast Guard, Atlantic Fleet, Norfolk, Virginia**

GBK developed and continues to maintain a synchronous, web-based EHS training program geared to provide designated US Coast Guard Hazardous Waste Coordinators with the skills necessary to do their jobs. The training utilizes a non-proprietary learning management system which allows real instructors to interact with students (some of whom are aboard a ship in the North Atlantic).

### **2006 – US Army Garrison Fort Sill**

As part of a much larger EMS implementation project, GBK developed and deployed a targeted, internet-based, interactive training solution to ensure Garrison personnel met the ISO 14001 requirements for competency-based environmental training.

### **Case Study: United States Coast Guard**

Among many official duties, the US Coast Guard is one of the federal government's primary response agencies, maintaining stations in multiple US States throughout the coastal areas of the US. Ensuring that personnel receive targeted ESOH training, compliant with respective State requirements, to personnel so widely geographically distributed was becoming more challenging as the Coast Guard's environmental programming was becoming more robust. The Coast Guard turned to GBK for assistance.

Because of the Coast Guard's extensive regulatory programming, conventional internet-based training content was augmented through the deployment of a "synchronous" online training solution. GBK delivered the required training through an open-source, online learning management system (LMS) that allowed actual GBK instructors to interact with individual Coast Guard personnel in a virtual classroom environment. The resulting program continues today with unprecedented success.

#### 2002 - US Navy, NAS Keflavik, Iceland

GBK designed, developed and deployed a rich media, cd-rom based, training solution for US Navy personnel stationed at NAS Keflavik. The training was designed to provide those responsible for managing hazardous materials and wastes with specific guidance on complying with US Navy, as well as Iceland-specific regulatory guidance. The training employed the use of video shot at location, as well as specific guidance from installation environmental programming.

#### 2005 - Benchmark Insurance, Kansas City, Missouri

GBK designed, developed and delivered a web-based occupational health and safety training program for insured food distribution centers distributed throughout the US. The training was designed specifically to address empirical loss data collected by the client.

#### 2003 - US Air Force, OSAN AFB, Korea

GBK designed and developed a series of CD-ROM based rich media, interactive training modules on *Asbestos Program Management*; *Hazardous Waste Management*; and *Pollution Prevention Programming*. The training was based on host-nation requirements, as well as US Air Force policy. These applications were designed to allow the student to choose between receiving the training in English or Korean language.

#### 2004 - US Army Installation Management Agency—Europe

GBK designed, developed and delivered a web-based training application intended for Company Commanders and another for Senior Leadership. The courses are intended to prepare commanders for operating under overseas baseline guidance as well as host-nation requirements in Europe. The application allows for program managers to view training records and manage attendance online.

#### 2002 - US Air Force, Cannon AFB, New Mexico

GBK developed and deployed a server-based, interactive training based on the installation's environmental programming. Two modules were developed. One module was intended to support personnel responsible for hazardous waste accumulation point management and was developed as an interactive version of their existing Hazardous Waste Management Plan. Another was designed to assist personnel in implementing the installations Pollution Prevention Management Action Plan (P2MAP)

#### 2001- US Army, Fort Drum, New York

GBK created a highly interactive, rich-media, CD-ROM-based interactive training designed to assist unit personnel to operate within the installation's environmental programming. The training focused on hazardous waste accumulation point management, turn-in, and engineering controls

## Why GBK?

Since 1993, GBK has focused on providing our clients with prompt, accurate and cost-effective environmental, occupational health and safety response, compliance, and management services. In that time we have:

- been a leader in applying innovative technology-based problem solving to EHS challenges;
- developed a broad client base from international governments to small industrial facilities;
- successfully completed over four-hundred federal contracts; and
- provided EHS support services in eighteen countries and throughout the United States.

Client satisfaction is foremost at GBK. Our client advocacy program includes soliciting client comments and third-party ratings.\* In both cases, GBK is consistently rated as excellent in:

- Reliability
- Cost
- Delivery/Timeliness
- Quality
- Business Relations
- Responsiveness
- Customer Support
- Business Relations
- Personnel

\* Dun & Bradstreet Open Ratings

This client-centric approach is at the core of GBK's success. The value of our services is found in the innovative, effective and efficient solutions we are committed to providing our clients.

## Our Clients

GBK has worked for some of the finest organizations in the world:

- Merck Pharmaceuticals, Inc
- The United Nations Environmental Programme
- US Coast Guard
- Weston Solutions Corp.
- Shanks Chemical International
- Benchmark Insurance
- ITT-Federal Service
- US Agency for International Development (USAID)
- Department of Defense Center for Environmental Initiatives
- Federal Service Support, Inc (FSSI)
- North Atlantic Treaty Organization (NATO)
- US Air Force Air Education and Training Command (AETC)
- US Air Force Space Command
- US Army Corps of Engineers
- US Forces Korea
- US Army National Guard Bureau
- US Defense Logistics Agency
- US Forces Japan
- US Army Southern Command
- US Air Force in Europe (USAFE)
- US Army Reserve

## Contracting Information

GBK's EHS training services can be accessed through a variety of contracting mechanisms to include the GSA Service Schedule



GBK is on the GSA schedules 899-2 and 899-3. For more information please contact Linda Fleur at (888) 408-0700 extension 406 or [lfleur@gbki.com](mailto:lfleur@gbki.com).

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