



The **Florida Department of Agriculture** standardizes learning with LMS365.

LMS365 supports the training needs of the FDACS.

Challenge


As a large organization, the Florida Department of Agriculture developed a need for standardized training for its 4000+ employees on an enterprise level and across applications. Individual divisions utilized tracking programs to certify constituents, yet an overall lack of unity and efficiency resulted in a myriad of challenges including:

- + Lack of uniform training quality
- + Difficulties tracking and reporting
- + Registering users - on-boarding and off boarding
- + Siloed information
- + Difficulty providing access to training materials

Needs & Wants

The Florida Department of Agriculture sought out a collaborative learning management system (LMS) that would act as a method for assigning and tracking classroom, resource center, and web based learning and that included the following functions:

- + Management reports to evaluate learning performance and track trends. Furthermore, to align employee performance evaluations to learning plans and competencies.
- + Ease-of-use: intuitive, user-friendly interface for learners that would measure and track competencies and drive personal development.
- + A flexible structure to allow different combinations of user groups to be created.



“ In the future, FDACS will also begin utilizing the Ag Academy for external users. The ultimate goal is to have one global system to track certifications available to the citizens of the state of Florida. ”

Jennifer Dobbs, Training & Research Consultant
Florida Department of Agriculture

- + Variety of content: Ability to load departmental e-learning files and content in different formats such as SCORM and Multimedia.
- + Run reports on assessments, completions, and non-attendance. Query information, measure metrics and validity of questions.
- + Integrate with online-learning provider Lynda.com and other third-party applications (Cisco, Plural.com).
- + Provide Learning path options for managers and required trainings - set pre-requisites and required courses.
- + Synchronization with Outlook room resource and calendar tools.

Solution

Through the competitive solicitation process the Florida Department of Agriculture selected LMS365 On-Premises as the system that best fit the organization's vision and met the majority of the identified requirements. Due to a recent investment in SharePoint leadership looked for a solution that could potentially use that functionality. The thought process was to kill two birds with one stone, as employees can translate how to operate from one to the other as they are very similar in navigation. Together with ELEARNINGFORCE Americas the Department built Ag Academy, a single source of education within the organization.

Results

The government agency, still in the beginning phases of building Ag Academy, has moved courses for New Employee Orientation and Annual Required Training into LMS365 On-Premises. Furthermore, it has been able to implement the system as a registration, tracking and approval tool.

In Phase Two of the implementation process the organization will be training representatives from each division to act as teachers and load their own division specific trainings to LMS365 On-Premises. In the future, Florida Department of Agriculture will also begin utilizing the Ag Academy for external users. The ultimate goal is to have one global system to track certifications available to the citizens of the state of Florida.

“LMS365 On-Premises will provide the necessary functionality to create, deliver, track and manage training for employees on an enterprise level and across applications.”

About

The Florida Department of Agriculture and Consumer Services was established in 1868 when the Office of Commissioner of Immigration was created. The mission, structure and name of the office evolved over time.

In 1969 the Florida Legislature reorganized the department and established the Division of Consumer Services and the Division of Forestry. The Legislature renamed the department to include its new responsibilities: Florida Department of Agriculture and Consumer Services.

QUICK FACTS

Industry // **Government Administration**

HQ // **Tallahassee, FL**

Established // **1868**

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