



## The Maschhoffs Launch Cutting-Edge Learning Platform for Users

New deployment automates process, reduces administrative burden, and provides customized reporting



### Background

The Maschhoffs desired a robust Learning Management System (LMS) to track and automate their on-site learning and training requirements, allowing the organization to handle learning administration more efficiently and consistently.

### Client

The Maschhoffs is a family-owned sustainable pig production company based in Carlyle, Illinois with operations in nine states across the Midwest. They are one of the largest family owned hog production company in North America. The pork from their hog farms feeds approximately 16 million people each year. They also produce manure used to revitalize soil for sustainable nutrient crop cycles.

### Challenge

The Maschhoffs was eager to replace their labor-intensive LMS with a cutting-edge platform. Their current LMS required heavy ongoing administrator involvement to maintain learning assignments and training records for more than 1,100 users. Training was decentralized, and on-site instructors were often required to assign and track training completion on an individual basis. With much of The Maschhoffs work taking place on a variety of farms, there was no way to capture sign-off for training completed in person. Due to the agricultural nature of The Maschhoffs' processes in barns, feed mills and other facilities, learners are required to master skills which can only be evaluated in person. As a result, The Maschhoffs needed to move to a modern best-of-breed platform that supported their unique learning processes.

## Solution

The Maschhoffs began the search for a learning solution that would make it easier for managers to track the development of their employees. They selected Cornerstone OnDemand because they were confident the platform would help them achieve the following initiatives:

- Automate and standardize learning assignments
- Track employee progress towards skill attainment
- Provide easily accessible and customized reporting to measure the impact of training processes
- Track compliance-related training

Next, The Maschhoffs selected Educe Group as their implementation partner. Educe had prior experience in the Agriculture industry and therefore was well-equipped to handle their complex and specific needs.

To get started, Educe configured “On the Job” training materials and security roles to allow on-site signatories to evaluate and record farmer aptitude in forklift and skidsteer operation. This training completion is now recorded on a user’s centralized transcript, making it easier for managers to track development. Next, The Maschhoffs team leveraged learning assignments to dynamically assign all new users in the system training relevant to their position, such as new barn associates, drivers, and maintenance associate new hires. With guidance, The Maschhoffs also created dynamic recurring learning assignments for training such as ‘Hand and Power Tools’, ‘Bloodborne Pathogens’, and ‘Safe Pig Handling’ which expire at varying intervals and require retraining. This tool minimizes the ongoing administrator burden and standardizes training throughout the company. Lastly, Educe configured various custom reports to track Pork Quality Assurance training completion across the organization.

From the beginning, Educe worked very closely with The Maschhoffs’ dedicated internal support team. The Maschhoffs’ internal resource was very active in the implementation, taking complete ownership of the system and ensuring everything was ready prior to go-live. They completed three technical integrations (an inbound data feed, single sign on, and outbound data feed) and built out all of their content, final learning assignments, and reports after Educe developed initial prototypes.

## Results

In seven weeks, The Maschhoffs rolled out the Cornerstone Learning platform. The quick implementation was a result of both teams’ technical experience, paired with The Maschhoffs’ commitment to the project.

### The new system allowed The Maschhoffs to:

- Reduce administrative support through ease of scheduling courses
- Save administrative time for managers and other end users
- Customize reporting to measure training processes
- Provide a user-friendly and flexible platform that can handle the roll out of additional modules

### What's Next

Now that the Cornerstone platform is available to all employees, The Maschhoffs is planning on expanding the eLearning course selection that is accessible to users. They plan to purchase Cornerstone OnDemand content, and they are considering offering the courses in Spanish in addition to English.

**"Educe's knowledge of Cornerstone and dedicated partnership with our team resulted in the **swift and successful implementation** of our new learning platform."**

Beth Cain, HRIS Analyst  
The Maschhoffs