



## The Challenge

Our client needed to roll out critical safety training tied to their Zero Tolerance for Life-Threatening Behavior program on a compressed timeline.

At the same time, their Learning & Development team was down to a single person supporting the full organization.

They had an approved script and clear requirements, but needed a partner to turn the content into a structured video training experience that could be deployed in their LMS.

## The Approach

IDLance supported our client as an extended production team, managing execution end-to-end while aligning to their standards and safety expectations.

### IDLance:

- Segmented a 4,780-word master script into a series of short training videos
- Wrote unique openings and closings for each video to improve flow and clarity
- Produced narrated videos using an AI voice approved by our client, paired with visual pacing and branded layouts



# CASE STUDY

## Zero Tolerance for Life-Threatening Behavior Awareness Training

## The Approach (continued)

- Sourced stock visuals aligned to our client's requirements
- Developed knowledge checks aligned to each video, including feedback for all answer options
- Provided project management support and timeline oversight
- Supported deployment in Cornerstone OnDemand (CSOD) through guided screenshare sessions, mobile testing, and completion logic validation

## Plug-n-Play Learning Pros Placed by IDLance

- **Project Manager** (delivery oversight + stakeholder coordination)
- **Instructional Designer** (script segmentation + knowledge checks + narration production)
- **Video Developer** (video branding + video/sound production + intro/outro development)
- **QA Specialist** (review + quality control)
- **LMS Admin** (CSOD guidance, testing, and deployment validation)

## Deliverables

- 7 short-form narrated training videos (approximately 36 to 37 minutes total runtime)
- Knowledge checks for each video (up to 25 multiple-choice questions total with feedback)
- One standard animated branded intro and outro used across the series
- Deployment guidance and validation support for CSOD configuration

## The Result

Our client received a complete, ready-to-deploy training package that supported consistent rollout across project sites without increasing strain on internal L&D capacity.

Segmenting the content into shorter videos supported engagement, reduced cognitive overload, and made it easier for learners to complete training on mobile devices and revisit specific topics as needed.

## Why It Worked

This project is a strong example of what many construction organizations face today: high-stakes training, compliance requirements, limited internal capacity, and tight delivery windows.

IDLance provided the production execution, QA support, and project management structure needed to deliver a high-quality training experience on schedule.

## How Can We Help You?

Construction training moves fast. We help L&D teams build and deploy safety and compliance training, produce video learning, support LMS rollout, and more, especially when timelines are tight and internal bandwidth is limited.

**Book a Consultation Call  
with Our Co-Founder,  
Dr. Parker Grant**

