LEARNING LEADERS 365
WEBINARS

# On-Demand & On-Point: Creating a Custom Learning Library for Talent Growth

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# CREATING A CUSTOM LEARNING LIBRARY FOR TALENT GROWTH


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**If we already have content, what is truly getting in the way of it being used, valued, and driving performance?**

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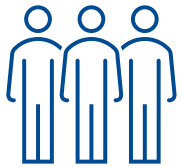
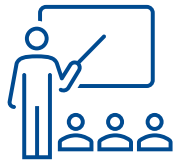
# Strategic Vision

Shape the future of learning by bridging gaps to advance our high performing culture.

Create an on-demand eLearning library of micro learnings to empower learners at all levels to reach their full potential.



Break learning and development barriers for represented and management employees, to inspire a future of all learners, regardless of job title.



Offer a diverse range of high-quality, compact courses with SoCalGas business needs in mind, to foster a community of lifelong learners who can acquire new skills, expand their knowledge, and pursue their interests with confidence.

# What are SCGU Learning Accelerators?

SCGU Learning Accelerators are compact, impactful, action-focused eLearning modules, built to support seasoned leaders looking to upskill, new employees seeking to learn and grow, and those passionate about lifelong learning.

Each SCGU Learning Accelerator is tailored to support learning and development needs and goals while being accessible and efficient.

# Design and Development Process

## Starting Point

- **Business need:** Align learning with leadership competencies and safety standards.
- **Constraints:** Time, union / non-union considerations, scalability.

## Design Principles

- Microlearning format (15 min modules).
- Modular, learner-directed, culturally sensitive.

## Tools & Tech

- **Rise 360** for development.
- LMS for hosting and tracking.

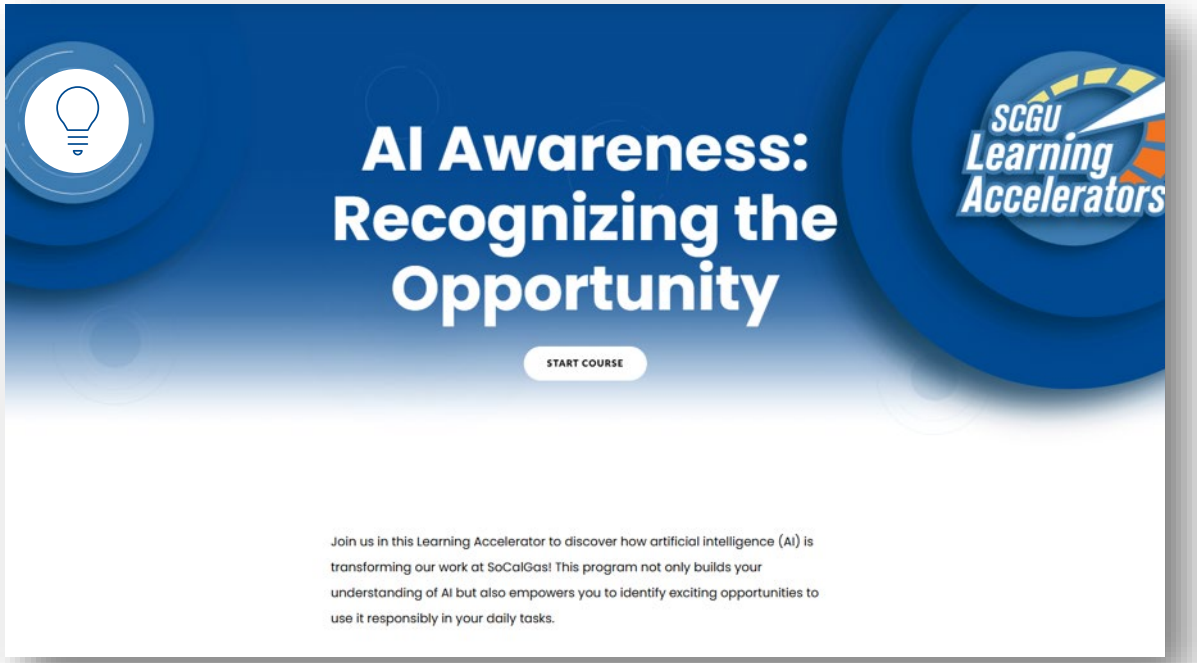
## Process

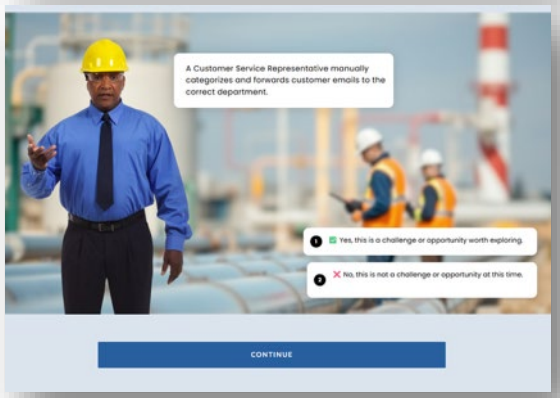
- Agile development cycles (short iterations, SME feedback).
- Stakeholder engagement for accuracy and buy-in.

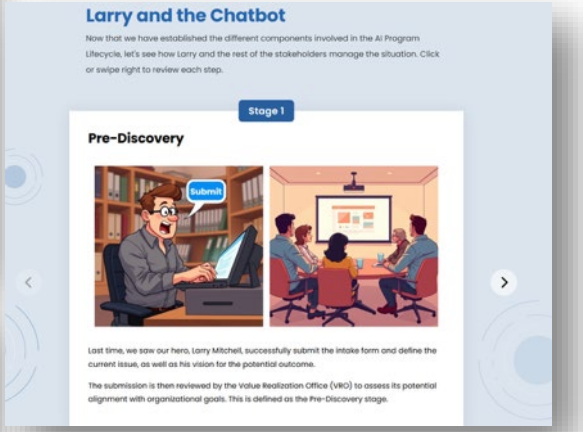
## Accessibility

Mobile-friendly, inclusive language, clear navigation.

# Learning Accelerators Samples

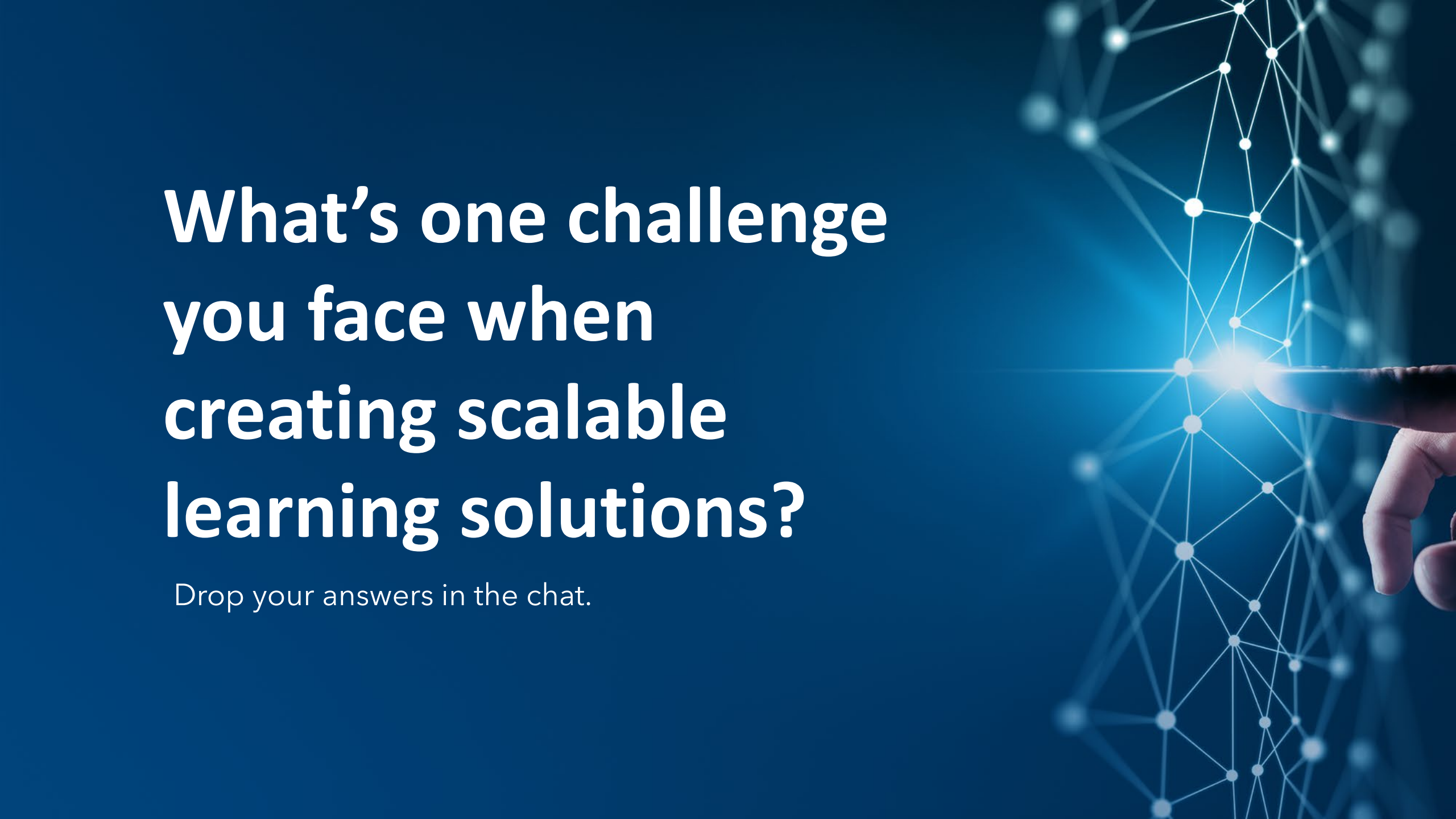




# What’s one challenge you face when creating scalable learning solutions?

Drop your answers in the chat.



# Implementation and Rollout

**Phase 1**
SoCalGasU website
+ Newsletter

**Phase 2**
Embedded in
existing classes

**Phase 3**
ERG mentorship
programs

**887** Learning Accelerators Taken

# Fostering a Culture of Continuous Learning

**220** Hours of Learning

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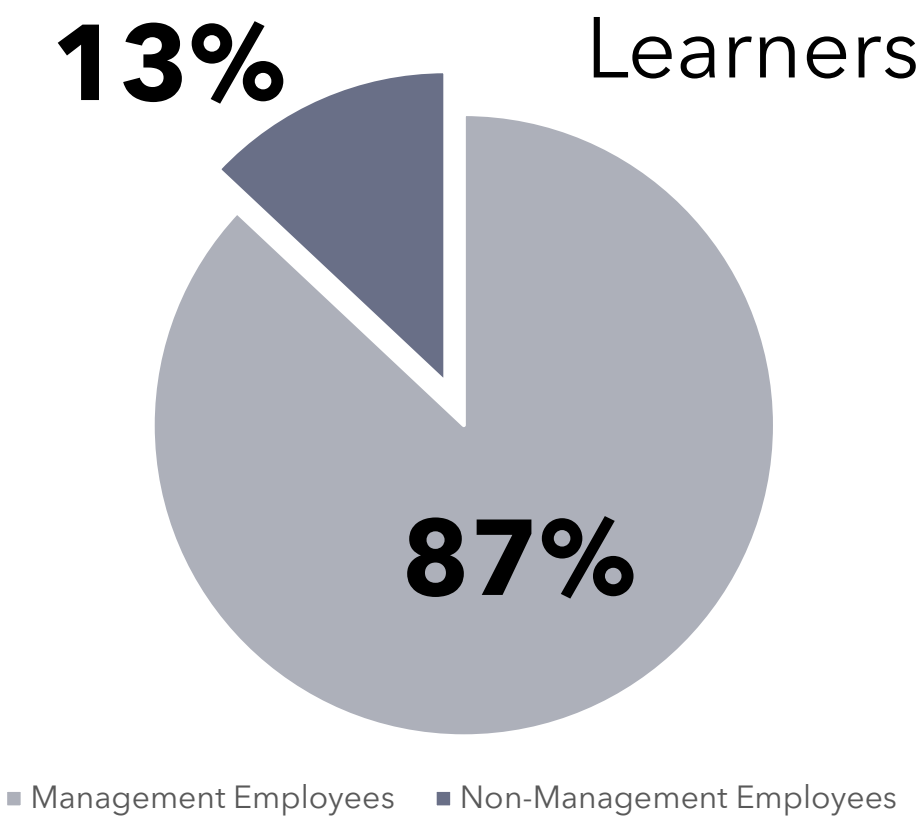
# Impact and Outcomes




**89%** Average of respondents who rated the course an 8 or higher.

**94%** Average of respondents agreed that the training has improved their knowledge/skill.

**74%** Average of respondents interested in attending a more in-depth training around the topic.

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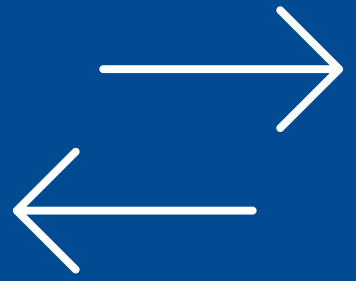
*Glad to be of service®*

# Lessons Learned

**What has worked**



**What we'd do differently**

**Advice for others**

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# Questions?

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