Company Profile
Cambrex — Iowa, North Carolina, New Jersey, Sweden, Germany, Italy, Estonia
Life sciences company with over 35 years of active pharmaceutical ingredient (API) development and manufacturing expertise

“We went live in September 2017. Since then, 30,000 courses have been completed by our employees. That was a really mind-boggling number!”
— Charles Walker, Director, Regulatory Compliance, Cambrex

The Challenge
Cambrex is a life sciences company with over 35 years of active pharmaceutical ingredient (API) development and manufacturing expertise.

Its Charles City, IA location had been using paper-based learning management platform for employee training for more than 12 years. The training was dated. The process was entirely manual. Records were being lost. Courses were being assigned and tracked, but never analyzed or assessed.

Cambrex set out to develop a complete learning solution – one that could change its educational culture and receive real buy-in from both leadership and shop floor employees.

Training would also need to comply with standards in Canada, Mexico, Australia, New Zealand, Korea and Japan, in addition to the U.S.

The Solution
“Just before we started with RedVector, my first thought for our employees was, how can we empower them to take control of their own training?” said Walker.
First, Cambrex administrators reached out to managers. These were the men and women who would “make or break” a training implementation because they worked directly with each and every operator and maintenance staff member. Next, training was selected to cover a variety of technical topics – from pumps and distillation to preventative maintenance practices.

There were roughly 25 maintenance team members that had the primary responsibility to maintain a chemical plant. After the first month of the rollout of RedVector’s learning management system (LMS) and training company-wide, they quickly became the biggest success story of completed trainings in the system.

Managers also made training talks an everyday part of the shift. They’d ask, “who needs what training, who hasn’t completed training, etc.” From there, they could easily assess, track and report on the data coming from the LMS.

Another key advantage, staff members can take RedVector training at their own pace and come back to it when necessary.

RedVector training went live in September 2017. Since then, 30,000 courses (including standard operating procedures) have been completed by Cambrex employees.

“The maintenance team is my shining star for my site. They review and roll out RedVector training weekly. It’s become part of the culture.”