Company Profile
Rentech Nitrogen; Rentech Inc.
Canada, Los Angeles, Denver, Illinois, Texas
Provides fertilizer, wood processing

The Challenges
Located in Illinois and Texas, Rentech Nitrogen plants operate 24 hours a day with a staff of process operators, maintenance mechanics and instrumentation and electrical (I&E) technicians. In this highly-regulated environment, there’s constant need to assess and teach safety practices to comply with governmental standards and requirements and keep staff members healthy and safe across all Rentech facility locations.

For that reason, Rentech sought cross-functional training that could be accessed by its corporate staff and remote offices staff 24 hours a day. Safety and environmental training, especially Process Safety Management (PSM) and OSHA training, was considered especially critical.

Additionally, Rentech considers its company highly people-centric, and wanted the opportunity to increase its non-technical training offerings to employees for career building, professional development and succession planning.

A final challenge was to have a single point of comprehensive record-keeping and reporting for all training company-wide, from which corporate administrators could push learning throughout the organization.

“The benefits of having a centralized location for learning content are outstanding. We’re able to offer competency-based courses with diagnostic pretests, learning questions and post-course assessments for numerous disciplines, experience and skill levels.”

— Michelle Leinbach, M.Ed., Director of Training and Documentation, Rentech Nitrogen / Corporate Learning Leader, Rentech
The Solution
With a large selection of industrial-environment, safety and skills-based training courses and a state-of-the-art learning management system, RedVector was thought to be a good fit to supplement the training programs and processes already in place at Rentech.

A library of online industrial skills courses was established, and online learning plans were assigned to maintenance and operations staff and plant new hires (as part of a new hire training curriculum). RedVector regularly updated and expanded these training offerings, particularly in the areas of Environmental, Health, Safety and Security (EHSS) to supplement Rentech’s monthly instructor-led classes and to help employees ensure they’re meeting all current standards and requirements (ex. OSHA HAZWOPER).

Utilizing the RedVector learning management system, Rentech was able to achieve the goal of having a central learning location to serve training needs for its multi-site, multi-location organization. Also, employees were able to train in advance for positions or plant areas they wanted to apply or cross-train for, while administrators were able to test for assessment criteria and demonstrated competencies within a single platform.

Results, Return on Investment
With RedVector, Rentech continues to offer competency-based online courses with diagnostic pretests, learning questions and post-course assessments for numerous disciplines, experience and skill levels.

RedVector has also worked with Rentech to understand its unique training processes and to design ways to best way utilize the RedVector LMS in conjunction with previously-established systems. Proprietary training for the organization can be created and uploaded for all Rentech sites to access, and training can either be assigned internally as part of a training or learning plan, or can be taken for an employee’s developmental needs as self-serve learning.

The best indication of the many benefits RedVector training provides is Rentech’s high rating of training compliance, its internal customer feedback, positive feedback received from authorized bodies on training programs and systems, and finally, the ease of adding new locations and sites to the platform as Rentech continues to grow.

Employees continue to voice their appreciation for the various training options available to them, as well as the ability to access their training on the job, offsite or at home. Currently, nearly 600 Rentech staff members across 6 locations have 24/7 access to RedVector’s quality online industrial skills training.