



AN AMERICASE COMPANY

## CASE STUDY

### REMOTE DOT HAZMAT TRAINING FOR A NATIONWIDE LITHIUM-ION BATTERY WORKFORCE



#### OVERVIEW

A leading manufacturer and distributor of outdoor power equipment expanded its product line to include lithium-ion battery-powered devices, triggering U.S. DOT hazardous materials training requirements. With employees distributed across warehouses, offices, and retail locations nationwide, the organization faced a significant challenge: delivering consistent, compliant training without disrupting operations.

Traditional classroom-based instruction was impractical given the size and geographic dispersion of the workforce. The company required a scalable, auditable solution that could ensure regulatory compliance while supporting continued growth in lithium-ion battery products.

HazMat Safety Consulting (HSC) delivered a custom, interactive eLearning program that ensured DOT compliance, standardized knowledge transfer, and measurable completion across a geographically dispersed workforce. The solution enabled the client to meet regulatory obligations while maintaining operational efficiency and workforce continuity.



#### THE PROBLEM

Employees involved in shipping and handling high-energy lithium-ion batteries are required to receive DOT-compliant hazmat training. The client's workforce was widely distributed across the U.S., making traditional classroom training costly, time-consuming, and difficult to coordinate on an ongoing basis.

Conducting in-person training at each location would have required extensive travel, recurring consultation fees, and significant operational downtime. In addition to cost, this approach introduced inconsistency in training delivery and limited the organization's ability to quickly onboard new employees or respond to regulatory audits.

Without a centralized, trackable training solution, maintaining consistent compliance across all facilities posed increasing risk as lithium-ion battery volumes and distribution channels expanded.



#### THE SOLUTION

HSC conducted targeted discovery calls to understand the client's lithium-ion shipments, supply chain structure, and existing Learning Management System (LMS) capabilities. This assessment ensured the training approach aligned with both regulatory requirements and internal operational workflows. ►

Based on these findings, HSC developed a DOT-compliant eLearning course tailored specifically to lithium-ion battery shipping and handling requirements. The course was built to integrate seamlessly with the client's LMS and required users to complete each module sequentially, ensuring full exposure to all required content.

Embedded knowledge checks and quizzes validated comprehension, prevented users from skipping material, and created verifiable records of completion. This structure enabled consistent training delivery, simplified compliance documentation, and provided reliable audit-ready reporting across all locations.

## RESULTS

The implementation of HSC's eLearning solution delivered immediate and measurable benefits:

- Eliminated the need for on-site training across multiple facilities.
- Reduced travel, consultation, and administrative costs.
- Enabled remote, on-demand training for all affected employees.
- Improved compliance tracking and audit readiness through LMS reporting.
- Custom-developed, client-specific training content ensured retention of materials.

As a result, the client achieved company-wide DOT hazmat compliance while minimizing operational disruption and long-term training costs. The organization also gained the flexibility to scale training as new employees, locations, and lithium-ion products were introduced.

## CONCLUSION

This case demonstrates how DOT-compliant eLearning can effectively solve the logistical and operational challenges of hazardous materials training for distributed organizations. By combining deep regulatory expertise with structured instructional design, HazMat Safety Consulting delivered a scalable, auditable training solution.

The program not only supports current DOT compliance requirements but also positions the organization for future lithium-ion battery expansion—ensuring regulatory confidence, operational continuity, and long-term workforce readiness.

### Why HazMat Safety Consulting's eLearning training works for DOT compliance

- **Consistency:** Every employee receives the same regulator-aligned instruction regardless of location.
- **Accountability:** Completion tracking and quiz validation support audit readiness and enforcement defensibility.
- **Scalability:** New employees and facilities can be trained without incremental cost or scheduling delays.
- **Efficiency:** Eliminates travel, classroom scheduling conflicts, and operational downtime.
- **Regulatory confidence:** Courses are developed by former regulators with real-world enforcement experience.
- **Content retention:** Relevant content tailored to the client's specific operations and workflows helps employees retain information.