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**SCOPE:** This eLearning and Development (eL&D) program instructs HAZCOM and PS&R professionals, at a standard level of knowledge, providing a valuable contribution to those working in the discipline. Compliant Hazard Communication documents (SDS, Labels, C&L proposals) are required for product registration and communication across the supply chain. This implies the acquisition of a proficient level of knowledge about relevant information concerning the legislation of chemicals and the potential inherent hazards they contribute.

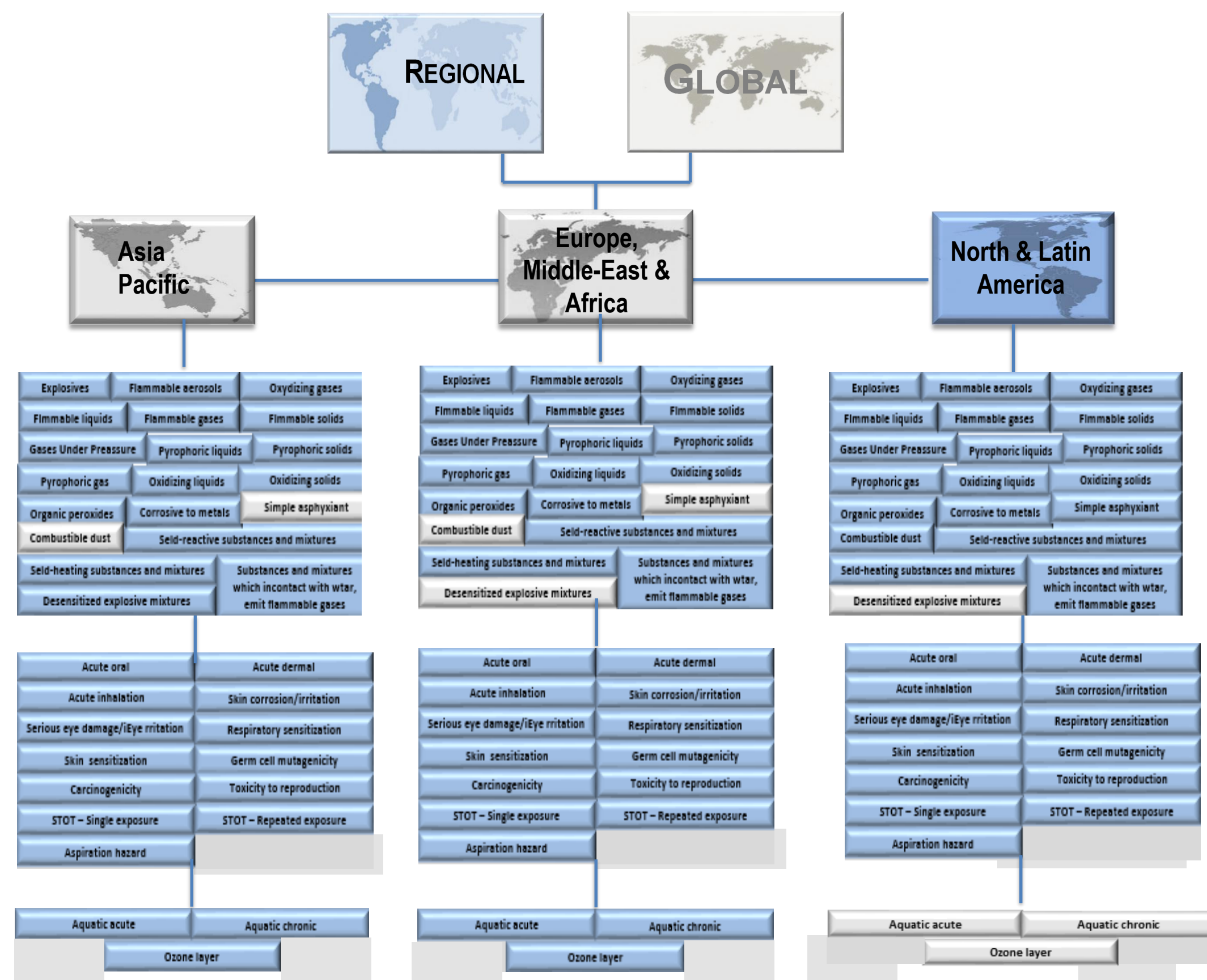
**GOAL:** To develop a quantifiable training program where the acquisition of a foundation level of knowledge about relevant information can be achieved. The goal is for the professional to learn and develop to enable them to support the business in his or her domain and provide high quality documentation.

**CHALLENGE:** Specific local variations in GHS acceptance do not provide a single overall doctrine. The risk of misinterpretation of the common language and interpretation of the concepts being applied could result in an inaccurately classified material.

**SOLUTION:** The outcome of this web-based training module provides a tracking of the completion of the eL&D program. This is then combined with a mentoring program to advance the understanding and competency of the HazCom regulations.

Definitions of Roles/Responsibilities Matrix			
	Basic /Novice	Intermediate	Complex / Expert
Regional	Employees having regional responsibilities: • basic understanding of classification & labelling processes	Employees having regional responsibilities: • clear understanding of classification & labelling processes • impact and the relation of such processes with other functions in the supply chain	Employees having regional function and responsibilities: • deep understanding of classification & labelling of substances and mixtures • impact and the relation of such processes with other functions in the supply chain
Global	Employees having global and/or regional responsibilities: • basic understanding of classification & labelling processes	Employees having global and/or regional responsibilities: • clear understanding of classification & labelling processes • variations in different countries/regions around the world • impact and relation of such processes with other functions in the supply chain	Employees having global function and/or regional responsibilities: • deep understanding and responsible for generating classification & labelling of substances and mixtures • variations in different countries/regions around the world • providing information to competent authorities and users • impact and relation of such processes with other functions in the supply chain
Business / Corporate	Employees having global and/or regional responsibilities: • focused on a single or several industry branch(es) • basic understanding of classification & labelling processes	Employees having global and/or regional responsibilities: • clear understanding of classification & labelling processes • focused on a single or several industry branch(es) • variations in different jurisdictions and/or specificities of global industry branches • impact and relation of such processes with other functions in the supply chain	Employees having global function and/or regional responsibilities: • deep understanding and responsible for generating classification & labelling of substances and mixtures • variations in different countries/regions around the world • providing information to competent authorities and users • single or different jurisdictions taking into account specificities of industry branches • impact and relation of such processes with other functions in the supply chain

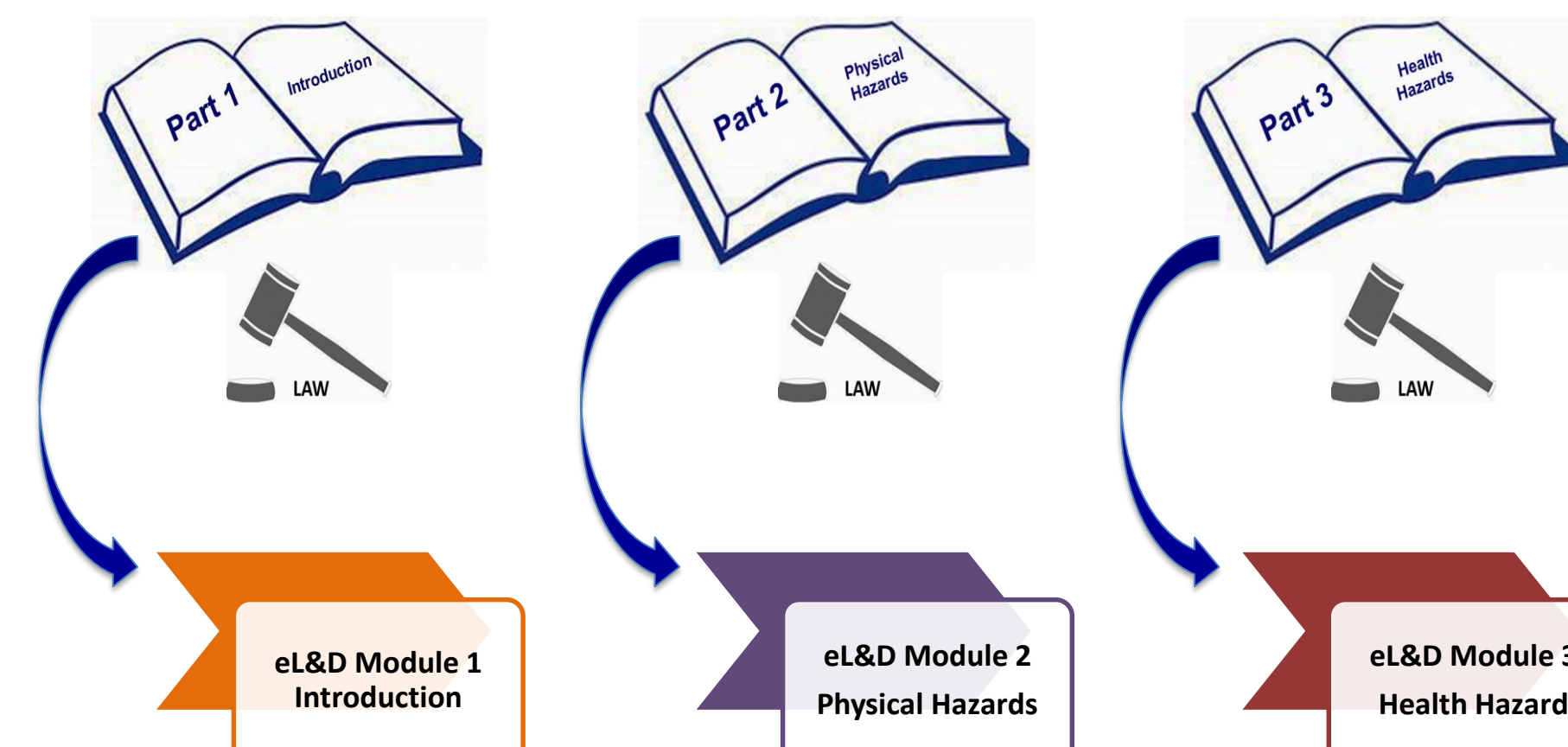
## Key Features



## Training "mirrors" Regulation Format

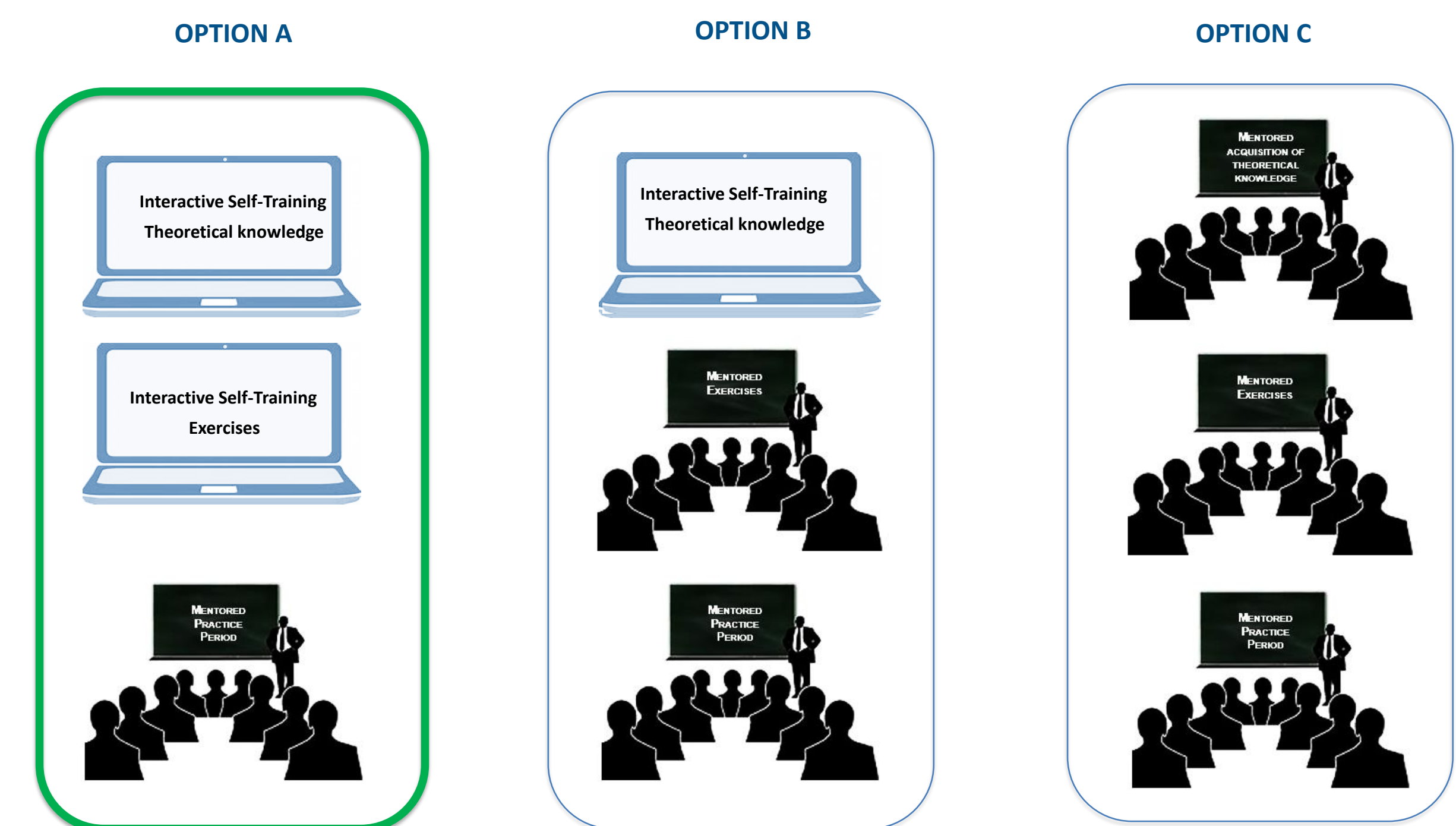
Learning and Development architecture reflects the structure of the regulatory texts and guidance provided by authorities.

Use of the same language of the regulatory texts and concepts, avoid the use of internal distinctive jargon and acronyms.



## Mentoring Program

Customized internal process in accordance with company culture and resources available.



Mentoring period is a MUST!



**BENEFITS:** Improved understanding and employee development where everchanging regulations vary based on regional guidelines; professional development and potential structure for internal certification program.