



"SumTotal is fundamental to the establishment of a new corporate learning mindset at Clean Harbors, one that sees learning as an agile, ongoing process rather than a fixed destination."

Kyle Peavler, VP Training & Development, Clean Harbors

Business Challenge

Clean Harbors provides on-site premier environmental, energy and industrial services. It has more than 400 service locations and owns and operates over 100 waste management facilities.

Clean Harbors operates within a heavily regulated industry requiring that its widely dispersed workforce have access to extensive training opportunities.

Upon growing through acquisition, Clean Harbors needed a learning management system capable of customization to not only meet its unique organizational requirements but also engender a culture of learning and career progression.

About Clean Harbors

Clean Harbors is North America's leading provider of environmental, energy and industrial services. The company serves a diverse customer base, including a majority of Fortune 500 companies in industries such as chemical, energy and manufacturing, as well as numerous government agencies. These customers rely on Clean Harbors to deliver a broad range of services such as end-to-end hazardous waste management, emergency spill response, industrial cleaning and maintenance and recycling services. Through its Safety-Kleen subsidiary, Clean Harbors is also North America's largest recycler of used oil and a leading provider of environmental services to commercial, industrial and automotive customers.

How SumTotal® Helped

Through its partnership with SumTotal, Clean Harbors implemented a transparent and sequential approach to learning, one that offers an engaging and rewarding educational experience to employees.

Clean Harbors upgraded from SumTotal Growth Edition to SumTotal Learning Management to provide employees clearly defined learning paths that facilitate strategic career development and give the organization more options to transform learning across the company.

SumTotal's support for training requirements ranging from basic HR policy review to in-depth safety training enables Clean Harbors to mitigate regulatory risk and increase efficiency in the field.

Key Metrics

- 12k+** eLearning is now available to 12,900 employees at more than 1,000 business locations across North America
- 1,200** Content volume increased from 212 to 1,200 courses in five years
- 1,500** Nearly 1,500 course completions per day
- 400k** Course completions increased from 31,125 to almost 400,000 per year