Sponge.
Unforgettable learning

Health, safety, and compliance.

Learning that makes the complex simple and keeps your people happy, healthy, and safe.

Health, safety, and compliance are the cornerstones of a happy and healthy workplace, and at Sponge, we specialise in providing solutions that make the complex simple, ensuring the well-being of your workforce. In the dynamic landscape of health and safety, delivering relevant training at scale is an ongoing challenge. Safety leaders recognise the importance of continual efforts to maintain workforce protection, necessitating constant attention, real-time insights, and swift deployment of both proactive and just-in-time training.

Acknowledging the diverse and ever-evolving nature of health, safety, and compliance needs, we understand that a one-size-fits-all solution won't suffice. Whether you're after a learning management system that does the heavy lifting for you, RoSPA accredited content, or expert learning consultancy, Sponge offers comprehensive solutions to suit your organisation.

Health, safety, and compliance *tailored to you.*

Choose from 150+ compliance modules that fit seamlessly into your organisation, keeping you ahead of business risk.

Key subject areas include:

- Compliance Basics
- Preventing Corruption
- Conflicts of Interest
- Antitrust Law
- Data Privacy / GDPR
- Information Security
- Safety in the Workplace
- Fair Working Conditions
- Prevention of Money Laundering
- Capital Markets Compliance
- Fraud Prevention
- Equal Opportunities

Spark, the Sponge LMS.

Spark.
the Sponge LMS.

Do less, but better!

When it comes to learning systems, the right tech will automate the heavy administrative load of managing training. Spark, the Sponge LMS, handles the coordination and delivery of safety learning to a high standard you can trust.

This frees up your safety team to shift from being training administrators to strategic advisors, leveraging data insights to identify and mitigate emerging risks, and deploy targeted refreshers to ensure behaviours stick across the workforce.

RoSPA accredited Health & Safety.

Ensure your people are certified to the Occupational Health & Safety's gold standard, with our accredited content deployed and managed easily through the platform.

Premium compliance content.

Essential compliance, from Anti-Bribery to GDPR, our solutions cover the core while ensuring you're up-to-date with evolving requirements. Protect your organisation and reputation effortlessly.

Shield your digital realm.

Cybersecurity has never mattered more. Equip your team with the knowledge to safeguard your digital frontiers with our specialised training.

Mental health from day 1.

Draw from ready-made content to address the most important rising occupational health and safety topic: mental health. Our programs support holistic well-being, nurturing a healthier, happier workforce.

Solutions trusted by global organisations.

Kraft Heinz   TESCO   IPAF.org   Travelodge   We are WEIR

Award winning content.

Brandon Hall Group
Best Advance in Learning Management Technology for Compliance Training

Brandon Hall Group
Best Advance in Custom Content

Brandon Hall Group
Best Advance in Compliance Training

Winner 2023
Health, Safety, and Risk Award

2023 TOP 20 COMPANY
Top 20 Online Learning Library

LEARNING TECHNOLOGIES AWARD 2023 SILVER WINNER
Learning Technologies Award

Health and safety solutions in action.

IPAF.org

Health and Safety for mobile elevated platform use.

As part of the shift towards online learning, IPAF (the International Powered Access Federation) needed blended training delivered worldwide in multiple languages. They also needed to ensure that the candidates taking the training and receiving licences to operate Mobile Elevated Working Platforms (MEWPs), were properly identified. And lastly, IPAF needed a geo-aware, centralised Learning Management System that could track everyone who trains for this set of specific machine operator skills.

How did Sponge and IPAF deliver health and safety training at scale?

Maximised effectiveness by building new knowledge on existing proficiencies	**Consolidation opportunities provided throughout the training**	**Spark, the Sponge LMS, enabled accessibility for a global audience**

→ **Read more**
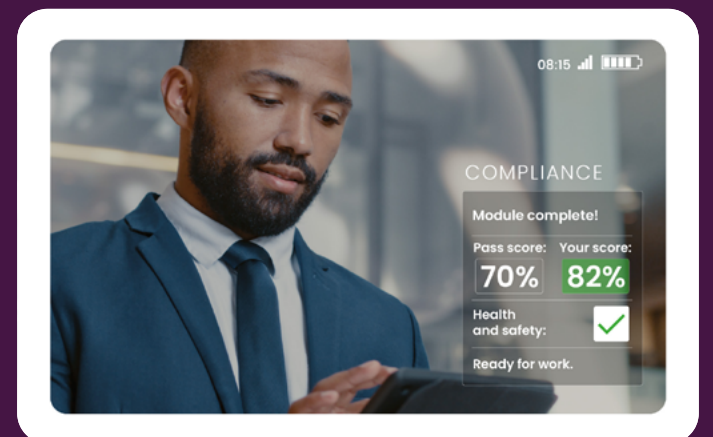
TESCO

Day-to-day compliance for a large, regulated workforce.

Like any large retailer, Tesco has strict regulations to comply with. Previous compliance training had been too long, disengaging and, at times, not relevant to the role. Together, our vision was that compliance campaigns had the potential to be more exciting for employees and more effective for businesses. The challenge was to find a way to motivate staff and improve mandatory compliance training across the company, while implementing an LMS which would help automate processes and enable accessible learning for busy employees.

How did Sponge help to deliver rapid global training in compliance?

United under 1 x cohesive compliance campaign	**204k+ training modules allocated to over 9500 users**	**2 reports every week for the duration of the campaign**

→ **Read more**

IPAF.org

Enhancing site assessment across the globe.

Every year, an average of 77 'lost time incidents' are logged through the International Powered Access Federation's (IPAF) Accident Reporting Portal. This data identified areas of training to be addressed in order to support safe use of mobile elevated working platforms (MEWPs). This led to the creation of the IPAF Site Assessment (for MEWP Selection) Training Course, available as both an elearning course and a blended option with instructor-led training. Selecting the right MEWPs based on that assessment can save lives, prevent injuries, and ensure that the company conducting the work has what they need to complete the work safely, to schedule and to budget.

How did Sponge's learning solution help IPAF enable more effective site assessment?

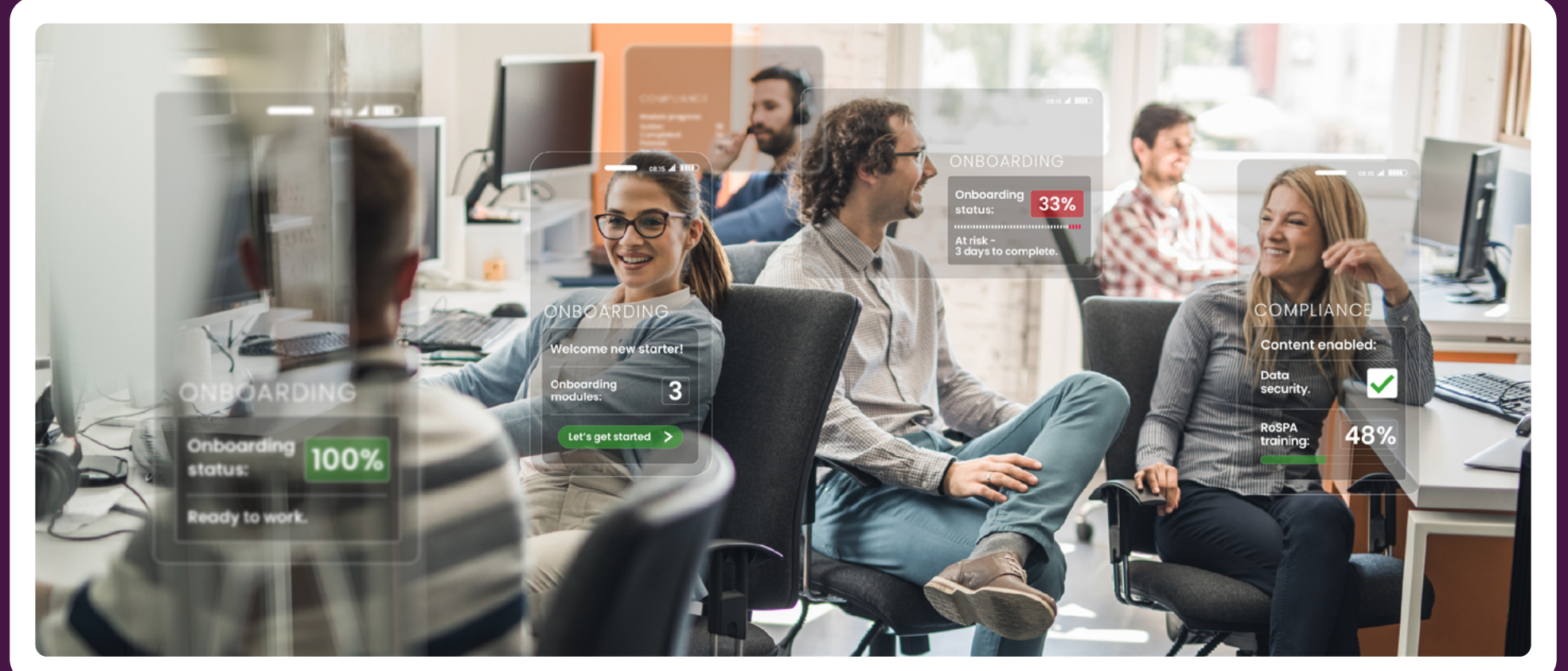|		
91% of those trained felt the training was 'very' or 'reasonably' clear	**Accessible learning for over 1,400 members in over 70 countries**	**Learning was tailored to a targeted audience of site workers at varying levels**

→ **Read more**

Expert learning consultation.

Our full-service partnership provides expert consultancy to architect your learning ecosystem.

Through a structured process, a Sponge Learning Experience Consultant will help deconstruct your learning requirements and shape a content deployment roadmap to meet them.

1. Define your content goals -
working with you to uncover your learning needs, as well as opportunities for learning to help achieve your business goals.

2. Shape your content strategy -
providing skills gap analysis to inform and define a learning content map that will truly benefit your learners.

3. Curate our Sponge content to close learning gaps -
working with our expert product owners to curate content from our library of 400+ skills-focused and RoSPA accredited training modules.

4. Prioritise your training roadmap -
understanding your strategic priorities to create a runway of learning activity that puts your most important learning needs first.

5. Plan ahead for evaluation -
helping you to identify learning measurement and evaluation strategies for your platform, so that you can effectively demonstrate ROI from this partnership.

DO LESS
but better!