

Tribunal Regional do Trabalho Santa Catarina

TRT Santa Catarina adopts Adobe® Acrobat® Connect™ Professional for teaching and training of employees

Tribunal Regional do Trabalho (TRT) Santa Catarina

www.trt12.gov.br

Industry

Government

Challenges

- Reach widely dispersed staff with timely training and education
- Minimize training costs

Solution

- eLearning
- TRT Santa Catarina is using Adobe Acrobat Connect Professional software to enable employees statewide to collaborate in real-time using dynamic web conferences and access rich, interactive eLearning courses.

Results

- Reduced costs to create and distribute training
- Improved employee access to timely, dynamic training
- Provided versatile foundation to support current and future collaboration and training needs

Systems At A Glance

- Adobe Acrobat Connect Professional
- Adobe Captivate™

Dynamic meetings and eLearning on demand

The Tribunal Regional do Trabalho of Santa Catarina (TRT-SC), known in English as the Regional Work Court, develops law courses and distributes details about legal conferences to employees and judges in the Brazilian state of Santa Catarina. By using Adobe Acrobat Connect Professional software, TRT-SC can efficiently reach more than 1,600 employees across the state and improve access to law courses.

To comply with the Regional Work Court's responsibilities, which typically involve resolving workplace disputes, the court implemented the first remote Work Justice education project in Santa Catarina. The goal was to enhance the teaching and training available to court staff. The types of courses offered include judicial courses as well as computer systems classes. The group also develops educational tools, such as creating videos in which legal professionals address specific topics.

For many reasons, the TRT-SC could not offer all state employees training. One reason was the distance between the Work Offices located in 28 cities. For instance, it was hard for employees to commute to attend the courses, and it would require employees to miss work for extended periods. Equally problematic were the travel expenses to support training across dispersed locations. Training was further hindered by the fact that many courses were complicated, requiring classes to meet several times in a week. As a result, more in-depth classes were available only to employees working in the capital.

To address the problems, TRT-SC began looking at options for eLearning and set a requirement to achieve better results than were obtained using traditional eLearning tools.

Standardizing on Acrobat Connect Professional

TRT-SC overcame these challenges using Adobe Acrobat Connect Professional software, which offered a rich, multimedia environment for offering synchronous and asynchronous online learning. Using the Adobe solution, the group could reach more employees across the state and offer a wider array of courses, improving the quality and overall availability of courses. Average attendance in the online classes is 98.5%, substantially reducing training and travel costs while helping to ensure all staff has better access to classes.

In addition to the online courses, the Acrobat Connect Professional software is used for other teaching activities that include disseminating information from conferences and other legal events. Integrated with the Adobe software are applications such as the Digital Video Library and WebTV—both of these applications were developed by the court using Adobe Flex™ and Adobe Flash® Media Server.

“The fastest, cheapest, most efficient response that we found to fulfill that need in the Work Justice was the adoption of eLearning.”

Dr. Jorge Luiz Volpato,
President of the Regional Work
Court of the 12th Region,
Tribunal Regional do Trabalho of
Santa Catarina

For More Information

www.adobe.com/products/acrobatconnectpro/

At the beginning of the eLearning Project, TRT-SC tried different tools available on the market, but none of them was as effective as Adobe Acrobat Connect Professional. The software met the group’s expectations and performance criteria. Important features include:

- Ability to rapidly develop quality content with narration synchronized with presentations, images, text, and video
- Ability to integrate tests and course evaluations into online training courses
- Provided a platform for developing online classes and tutoring that allow for interactivity between teacher and student, such as audio and video transmissions, content exchange, and real-time conversations and polling
- Easy to use for instructors and students
- Streamlined management of courses and simplified course reporting and tracking measurements

Wide adoption by dispersed employees

Because of the convenience of remote learning solutions, the first course, called Quick Work Calculus, achieved high acceptance. In this course, Adobe Acrobat Connect Professional was used in combination with Adobe Captivate.

The online course offering eliminated the main difficulties of commuting and costs. Both the Court’s employees and the employees of the Work Offices located more than 700 kilometers away can attend classes. The benefits provided by the Adobe solutions allow for dynamic training without any decrease in interactivity. Proof of this is the participation rate of more than 95%, much higher than the average attained when other types of eLearning was attempted.

The results of the trainings were terrific. During the first year of online training in the TRT-SC area, the number of participants at internal teaching events almost doubled; this is thanks to the greater reach of the content administered, without corresponding increases in travel expenses.

Examples of teaching activities that the TRT-SC offered through this tool include:

- Preparation Course for 1st degree Judge’s Assistant
- SSP1 Course—Process Follow-Up System
- SUP Course—Unique Process System
- Conference about Audience Support System
- Conference about Virtual Mandatory Letter System
- Straight to the Point Talk Show, transmitted to all offices in different cities
- Transmission of Events in the Law School and ASCOM—Communication Consulting

The TRT-SC’s eLearning efforts using Adobe solutions received full approval of judges and superiors: “The principle of efficiency that should guide the actions of the Public Power bestows upon us the ongoing challenge of teaching. The fastest, cheapest, most efficient response that we found to fulfill that need in the Work Justice was the adoption of eLearning,” said Dr. Jorge Luiz Volpato, president of the Regional Work Court of the 12th Region.

The Project was conceived by the employees of the Human Resources and Computer Offices of the TRT-SC to be implemented only in the state, but due to the broad acceptance of this initiative, it became a national project of the Superior Work Court and is coordinated by the Superior Council of Work Justice. Today, eleven courts have already adopted Adobe Acrobat Connect Professional. The goal is to support another fourteen courts over the next few months via the Breaking Distances Project. Ultimately, the eLearning project will reach more than 34,000 government employees throughout Brazil.



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