

# Training Video Generator Using AI for Caritas Employees

## CARITAS SCHWEIZ

Caritas Switzerland regularly trains its employees on topics ranging from HR policies to internal processes and compliance. Today, producing professional training videos requires expensive tools, significant production effort and manual translation - making it hard to keep content current and accessible across languages. With a multilingual workforce, Caritas needs a smarter, faster way to create consistent training content at scale. AI can change that.

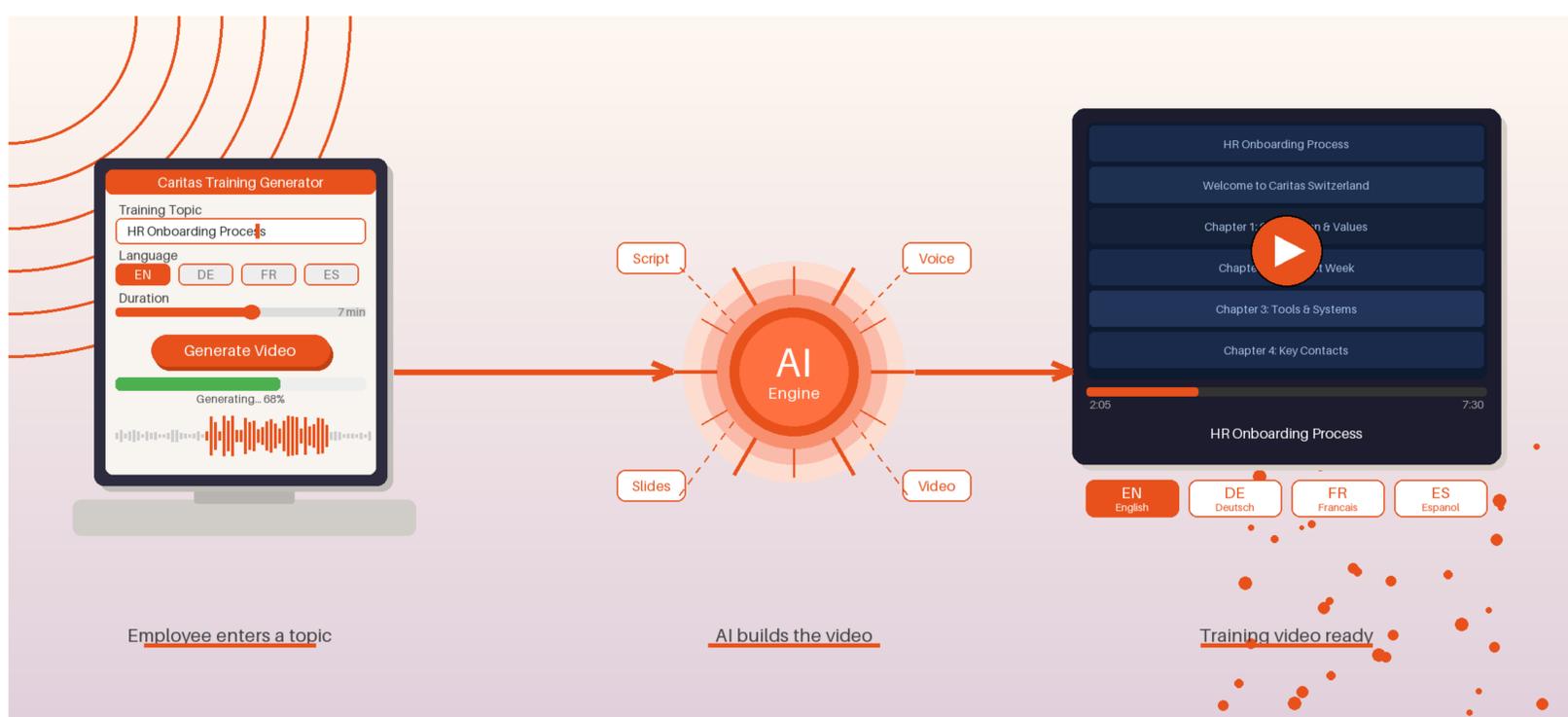
### Initial Situation

Creating high-quality training videos today is time-consuming and resource-intensive. A standard 5-minute instructional video requires hours of scripting, recording, editing, and voice-over work - often repeated for each language. Existing off-the-shelf platforms offer limited API support and produce inconsistent results for longer-form content. Caritas needs an automated, code-driven approach that can reliably generate structured, professional training videos - complete with synchronized narration, on-screen visuals, and a consistent style - on demand and across multiple languages.

### Goal of the Challenge

Build an internal tool that allows Caritas employees to automatically generate training videos on any topic - from HR onboarding to internal process documentation. Key requirements:

- Accepts a topic or short description as input and generates a complete **5-10 minute training video**
- Produces **synchronized audio narration and on-screen visuals** (e.g., slides, presenter avatar, animated text) with a consistent visual style
- Generated in **at least one language: EN / DE / FR / ES** (multilingual output is a bonus)
- Delivered as an **automated pipeline application**: a workflow that orchestrates multiple API calls (script generation, voice synthesis, video rendering) to produce longer-form videos end-to-end tool



### Possible Tools

- For **script generation**: GPT, Claude, or Gemini to turn a topic into a structured, narration-ready script with slide outlines
- For **AI presenter / avatar video**: Synthesia, HeyGen, or D-ID - some offer APIs for video generation with lip-synced avatars and multilingual voice
- For **multilingual narration**: ElevenLabs or OpenAI TTS for high-quality voice synthesis across EN / DE / FR / ES
- For **slide and visual generation**: Programmatic PowerPoint generation (python-pptx), or Gamma / Beautiful.ai for auto-generated visual slides

### Resources for the Challenge

Caritas Switzerland will provide example training topics from HR and internal operations, brand guidelines (colors, tone, visual identity). Teams are encouraged to build a minimal but end-to-end prototype - even with simplified visuals - that demonstrates the full pipeline from topic input to rendered video output.

### Outlook

A working prototype could become a production tool enabling any Caritas HR or operations team member to generate a professional 5-10 minute training video in their preferred language in minutes - replacing hours of manual production work. Over time, the tool could grow into a shared video library covering onboarding, compliance, and operational workflows. If successful in Switzerland, the model could be adopted by other Caritas organizations across Europe, multiplying the impact of AI-generated training content at scale.