

Effective Learning Management using AT-Learning

The benefits AT-Learning offers NHS Organisations

What is a Learning Management System?

A Learning Management System (LMS) is software for delivering, tracking and managing training. LMSs range from systems for managing training records to software for distributing courses over the Internet and offering features for online collaboration. In many instances, corporate training departments purchase LMSs to automate record-keeping as well as the registration of employees for classroom and online courses. Self-service (e.g. self-registration on training), training workflow (e.g. user notification, manager approval, wait-list management), the provision of e-learning, e-assessment, management of continuous professional education (CPE), collaborative learning, and training resource management (e.g. trainers, facilities, equipment), are all dimensions to Learning Management Systems.

http://en.wikipedia.org/wiki/Learning_management_system

Learning Management Systems are essential in all industries where 'compliance training' is essential. In addition to this today's knowledge and skills-based economy challenges organisations to distribute, manage and assess the development of their staff more effectively and with minimal overhead.

What is AT-Learning?

AT-Learning is a web based Learning Management System developed to facilitate the offer, delivery, management, evaluation and commissioning of your organisations' learning and development programme.

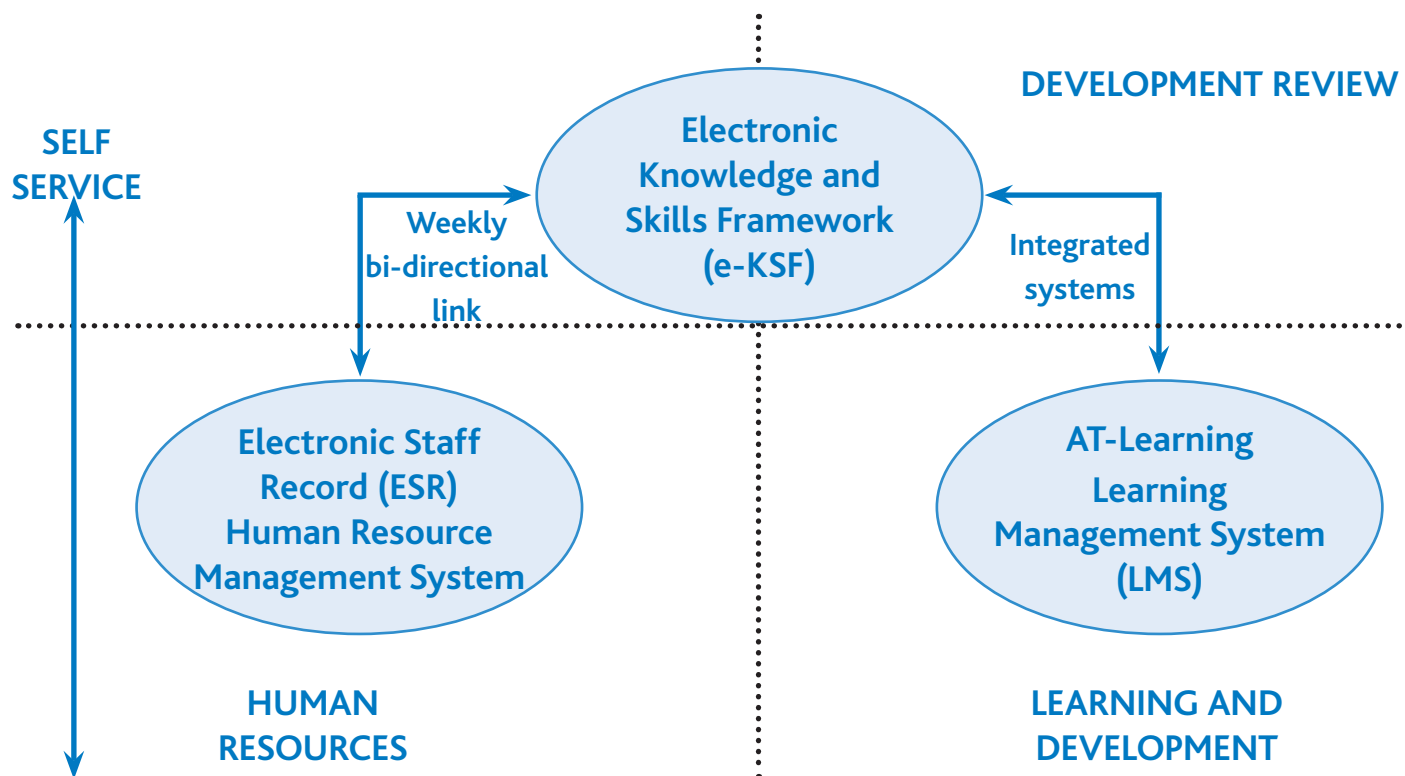
AT-Learning extends far beyond enabling you to manage your learning and development records more efficiently and enabling effective reporting. The value that AT-Learning can add to your organisation comes in the form of the extensive range of complimentary functionality it offers: learner self-service, training workflow (notification of training reminders, manager approval, study leave processes waiting list management), the provision of e-learning, pre and post course on-line assessment, management of CPD, and training resource management.

At its most basic, the system can automate an organisations' training administration to free up valuable resources and time for other tasks. Moving to a more strategic view, the system can help you to manage employee development plans at individual, team, departmental and organisational levels. Accessing such powerful information can help organisations prioritise their most critical learning needs and from a risk management perspective the system can demonstrably improve statutory and mandatory training legislation compliance and have tangible benefits in terms of reducing risk premiums.

Why AT-Learning in the NHS?

AT-Learning was designed to extend and enhance the benefits of the e-KSF, to provide a highly functional Learning Management System that is flexible enough to support any future organisation or infrastructure changes. The integration with the e-KSF provides a holistic performance management system enabling managers and staff to identify appropriate learning opportunities to close any competency gaps identified during the development review, directly from an individuals' Personal Development Plan. In addition to this when used together the e-KSF and AT-Learning enable a more robust mechanism to conduct effective training needs analysis.

For further information on this please see our additional fact sheet on using the e-KSF and AT-Learning for effective Training Needs Analysis.



What are the key benefits of AT-Learning?

AT-Learning can help you to:

- » Streamline your learning processes to save time and money and ensure best practice is followed for managing learning across an organisation.
- » Reduce organisational risk through increased compliance with mandatory training requirements.
- » Measure and maximise the use of training budgets.
- » Empower staff to manage their own development in line with annual development reviews.
- » Links development processes with the KSF and will help to drive the uptake of the e-KSF and realise the benefits of the KSF.
- » Activities can be categorised according to KSF dimensions, national competencies, learning approach, staff group and department, this allows individuals and/or administrators to quickly identify activities that meet individual learning and development needs whilst providing a consistent way to evaluate progress.

In addition to these key benefits, AT-Learning can also offer the following benefits to organisations:

- » It has been designed specifically for the NHS and fits with NHS processes, language and culture.
 - The ongoing development plan will also ensure that as the NHS changes, the system will be developed to reflect your requirements relating to the management of learning and development activities.
- » It is easy to use and thus will enable an efficient roll out of self service access to the system to all staff, which can where appropriate be tied in with an organisations' e-KSF training roll out. This also then improves employee engagement with personal development. Alternatively AT-Learning can be deployed as a centrally administered system.
- » The single database will allow for real time reporting on learning and development across an organisation, or group of organisations when used by shared service teams to help to manage and evaluate the provision of training more effectively.
- » Consolidating all of your organisations' learning and development initiatives on a single platform, enables any duplication of provision to be identified and ensure a consistency of approach to learning organisation wide.
- » Centralising and automating learning and development administration allows staff to focus on the higher-value activities like workforce development strategies.
- » The "paper trail" of the administration associated with learning and development is reduced or removed completely.
- » Learning and development activities can be quickly assembled, then published and marketed to all staff at the same time online.
- » Mandatory training can be "pushed" into an individual's PDP, helping your organisation to comply with governance standards through the use of 'exception reporting'.
- » Flexible user access permissions allow organisations to provide appropriate levels of access to people beyond the central learning and development team, which may include external Training Providers and Trainers (e.g. academic institutions and potentially commercial providers) to manage their own activities online.
- » Learning needs at an individual, team, departmental and organisational level can be assessed to support accurate forecasting of activity commissioning.
- » It has a fully SCORM 1.2 and 2004 compliant e-learning platform to allow individuals to access both internal and external e-learning packages or resources.
- » All forms of learning activities can be tracked: classroom, e-learning, blended, work placements and more.
- » The web-based approach means that staff can securely access their individualised account and learning plans, wherever they are, 24 hours a day, 7 days a week.
- » ...and many more

What does it cost?

AT-Learning is a cost effective solution that will meet all of your learning management needs. There is a cost for the initial system set up and a low annual user license fee. The costs are in line with NHS funding as evidenced by our growing client base. AT-Learnings' flexible structure and web based processes also mean organisations can see a rapid return on investment when the tool is rolled out effectively. We can work with you and provide support wherever necessary to help you to implement and run AT-Learning and indeed any other employee development processes effectively.

What additional support is available?

All user roles have access to the AT-Learning support desk who offer the following services:

- » Live Chat.
- » Option to post email support queries.
- » Telephone support for named Booking Desk Administrators.
- » User Manuals.
- » FAQs database.
- » Individual query history.

We actively encourage our users to offer suggestions for future releases of the software and the support team will collate suggestions from users to feed into our National User Group who determine what developments should be prioritised for development. Each organisation using AT-Learning is able to nominate two people to represent the organisation at the National User Group.

All these support mechanisms are included in the annual license fees and as the functionality of the tool extends you will benefit from the developments at no extra cost.

What Next?

Online solutions such as AT-Learning do not require the resources that installed solutions do. There is no hardware or installation required. However, implementing an effective Learning Management System such as AT-Learning does not just require the purchase of a software license, but the effective management and deployment within your organisation.

For further information on deploying AT-Learning within your organisation please see our additional fact sheet on our standard deployment process.

Further Information

For further information on the benefits that AT-Learning can offer your organisation or to arrange a full demonstration of the system please contact your Regional AT-Learning Account Manager or email info@think-associates.co.uk

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Managing Technology & Transformation


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