

AT-Learning - Learning Management System Awareness and Impact for Trust Board

This document has been created to explain the importance of AT-Learning and request your formal endorsement of our approach within the organisation.

What is a Learning Management System?

A Learning Management System (LMS) is software for delivering, tracking and managing training. An LMS can 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 an LMS 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

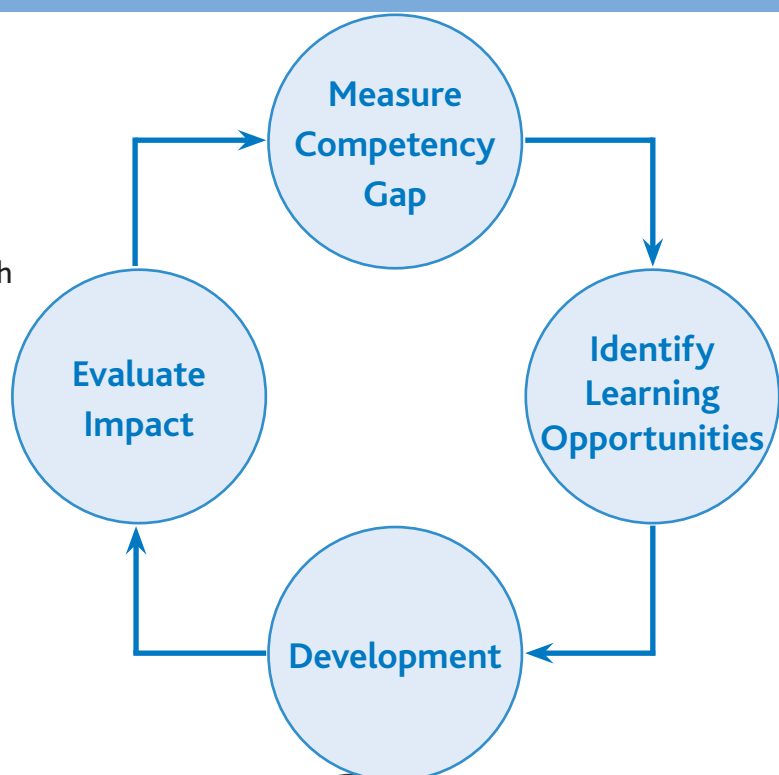
Learning Management Systems are essential in all industries where 'compliance training' is essential. In addition to this today's knowledge and skills-based economy challenges organisations to distribute, manage and assess the development of their staff more effectively and with minimal overhead.

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.

Why AT-Learning?

The key reasons behind the endorsement of AT-Learning as the preferred LMS for our organisation are:

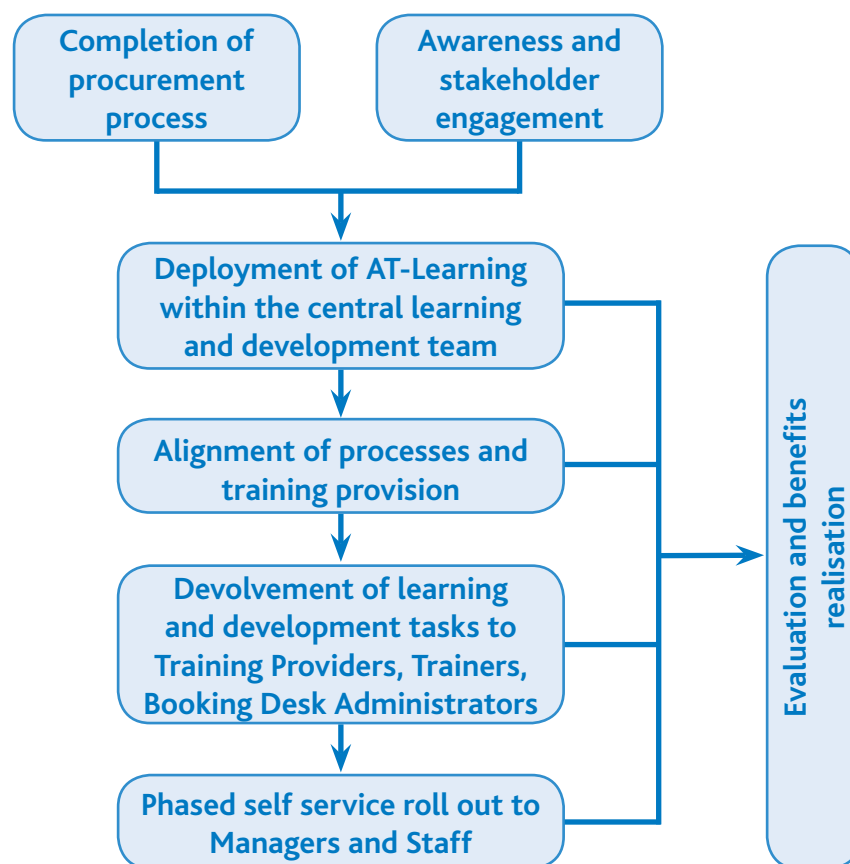
- » It is currently the only LMS integrated with the e-KSF at PDP level.
 - This powerful integration enables managers and staff to identify appropriate learning opportunities to close any competency gaps directly from an individuals' Personal Development Plan.



- » It has been designed specifically for the NHS and fits with NHS processes, language and culture.
 - AT-Learning has an ongoing development plan which will ensure the system is developed to reflect the NHS's requirements relating to the management of learning and development activities.
- » The learning processes managed by the system are efficient and highly effective and offer us the opportunity to streamline and ensure best practice for Learning Management.
- » The system 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 e-KSF training.
- » The single database will allow for reporting on Learning and Development activities across an entire organisation and any development activities provided to neighbouring NHS and non-NHS organisations.

What is the implementation process for AT-Learning?

The diagram to the right illustrates the key implementation steps for organisations implementing AT-Learning:



We will be happy to provide updates for the Trust Board and other stakeholders, on completion of each stage of the process.

Why is AT-Learning important to Trust Boards?

The following are just a few reasons why this system will be of both interest and benefit to you and your Board level colleagues in the future:

- » AT-Learning gives organisations the ability to ensure that their training budgets are well spent and used in line with development needs.
- » The Care Quality Commission, NHSLA, NCRS and NHS Blood Audit standards associated to the training received by staff can be managed via AT-Learning and will contribute to more effective risk management enabling organisations to be in a position to reduce associated risk premiums.
- » Organisational risk will be minimised through increased compliance with mandatory training requirements.
- » The implementation of the system will bring improvements to your organisational learning processes that will increase the quality of the provision offered to staff along with saving time and money.
- » Staff will be empowered to manage their own development in line with annual development reviews.
- » Linking development processes with the KSF will help to drive the uptake of e-KSF and realise the benefits of the KSF.
- » The system will facilitate the evaluation of training which will help to ensure the quality of learning and development on offer is increased across the organisation.

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