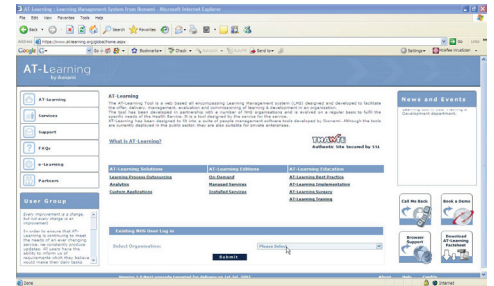


AT-Learning[®] by ikonami

AT-Learning is a web based Learning Management System developed to facilitate the offer, delivery, management, evaluation and commissioning of your organisation's 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 etc), the provision of e-learning, pre and post course on-line assessment, management of CPD, and training resource management.

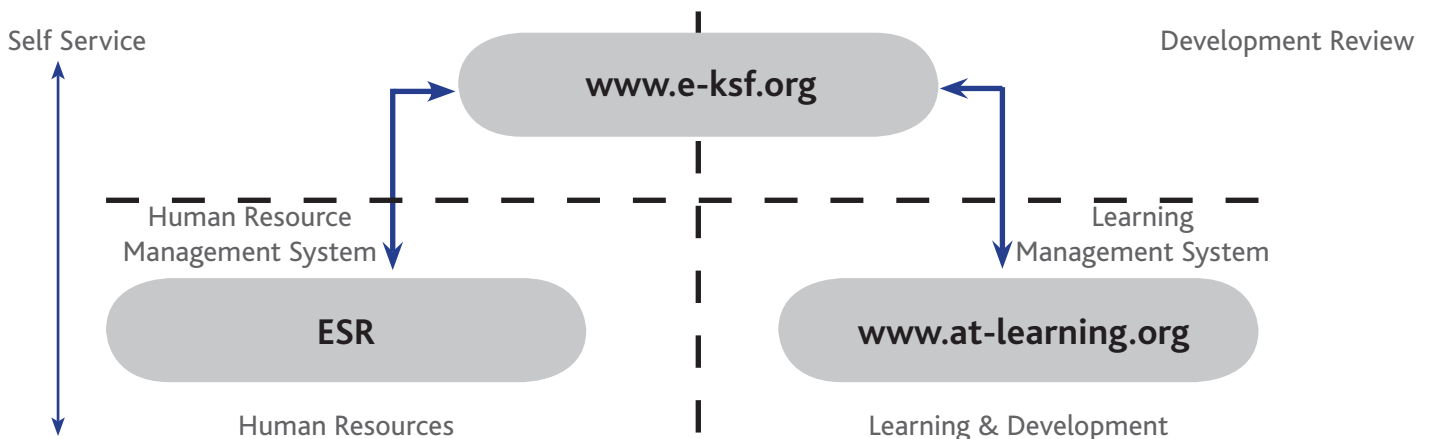


At its most basic, the system can automate an organisation's training administration to free up valuable resources and time for other tasks. Moving to a more strategic view, the system can help you to manage employee development plans at individual, team, departmental and organisational levels. Accessing 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.

AT-Learning in the NHS

Learning Management Systems are essential in all industries where 'compliance training' is essential. In addition to this, today's knowledge and skills-based economy increasingly challenges organisations to distribute, manage and assess the development of their staff more effectively and with minimal overhead. Using AT-Learning can simplify and automate an organisation's reporting of learning and development activities against clinical risk standards, and best practice around IWL Practice Plus and iIP. This can have tangible benefits in terms of reducing risk premiums.

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 which encompasses functionality such as annual development review, competency management, skill-gap analysis, succession planning and improves employee engagement with personal development.



Key benefits of AT-Learning

AT-Learning provides a one-stop solution for your learning management needs:

- » You can consolidate all of your learning and development initiatives on a scalable internet based platform.
- » 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. You can further extend its potential by allowing external training providers (e.g. academic institutions and potentially commercial providers) to manage their own activities online.
- » AT-Learning was designed to extend and enhance the benefits of the e-KSF, it can also be integrated with other national and local HR systems or stand-alone to provide a highly functional LMS that is flexible enough to support any future organisational or infrastructure changes.
- » Categorising activities according to KSF dimensions, national competencies, learning approach, staff group and department, allows individuals and/or administrators to quickly identify activities that meet their learning and development needs whilst providing a consistent way to evaluate progress.
- » AT-Learning has an integral e-learning platform to allow individuals to access both internal and external e-learning packages.
- » AT-Learning can also be integrated with third party NVQ/SVQ electronic tools, ECDL portals and with your organisational applications and legacy systems.

AT-Learning will save you time and money

- » Centralising and automating learning and development administration allows staff to focus on the higher-value activities like workforce development strategies.
- » Learning and development activities can be quickly assembled, then published and marketed to all staff at the same time online.
- » The "paper trail" of the administration associated with learning and development is reduced or removed completely.

- » The system can create accurate real time reports on an organisations learning and development provision.

AT-Learning allows you to manage and evaluate more effectively

- » Detailed and customisable reports provide you with the information you need to manage your staff, trainers and administrators.
- » Mandatory training can be "pushed" into an individual's PDP, helping your organisation to comply with governance standards.
- » Responses from integrated pre and post activity testing and assessments, along with the potential increases in applied KSF capability, can be used to help build organisational knowledge of what works and what might need attention.
- » Learning needs at a departmental and organisational level can be assessed to support accurate forecasting of activity commissioning.
- » All forms of learning activities can be tracked: mentoring, e-learning, blended, classroom, online learning and more.
- » Administrators can allocate budget codes and track the costs of learning in 'real time'.

AT-Learning is customisable to meet your needs

- » The system has multiple levels of administration and end user access allowing individuals permission to see and manage the information that you decide.
- » The system can be set up with centralised Training Providers and Booking Desk Administrators or you can devolve responsibility to staff by using the "self service" options.
- » Full management approval processes and study leave applications can be set up and customised on the tool.
- » Content can be personalised enabling knowledge and material to be re-used to save administration time.
- » Personalised reports can be developed plus an extensive library of pre-loaded, standard reports can be used to fulfil national reporting requirements.

Key features of AT-Learning

Activity management

- » Creation and management of standard, ad-hoc, modular, umbrella, and e-learning activities.
- » Scheduling of learning and development activities.
- » Management of scheduling conflicts.
- » Customisable activity prospectus with download facility in PDF, Word and Excel formats.
- » Activity budget management.
- » Classification of learning and development activities.
- » Mapping of activities to the KSF and national occupational competence frameworks.
- » Definable refresher periods for activities to ensure compliance with mandatory/statutory training and continuing professional development requirements.
- » Ability to push training activities to the e-KSF PDP to enable exception reporting.
- » Ability to link with external and other NHS training providers - hub and spoke approach.
- » Association of pre and post requisite and refresher activities where appropriate.

Task management

- » Creation of a central repository of tasks linked to training events.
- » Management of waiting lists.
- » Management of venues & equipment availability.

Correspondence management

- » Fully customisable correspondence management, e.g. Joining instructions, schedule cancellations, booking cancellations, DNA letters, refresher reminders.
- » Paper and email correspondence to delegates that can be copied to individuals managers.
- » Management of trainer and delegate notes.

Trainer activity management

- » Management of trainer and venue availability.
- » Creation of attendance registers.
- » Creation of certificates of attendance & performance for delegates.

Attendance management

- » Recording attendance and/or performance against individuals.
- » Management of activity cancellations.
- » Monitoring DNA for management and billing purposes.

e-learning

- » Fully AICC, SCORM 1.2 and 2004 compliant e-learning platform with upload facility.
- » Ability to link to external e-learning.

Evaluation of learning and development

- » Fully customisable course evaluation forms for online completion by learners or central upload or paper based forms.
- » Full reporting of learning and development evaluation forms.

Organisational reporting

- » Key reporting of mandatory/statutory training activities.
- » Full risk reporting, along with reports on e-learning, financial information and general attendance reports.
- » Advanced report generation.
- » NCRS, NHSLA and other risk management reports.

Self-Service

- » Staff can request learning and development activities, either via the e-KSF PDP or via AT-Learning, this then initiates manager or central study leave processes.

...and more!

For additional information on AT-Learning please contact us at contact@at-learning.org