

US compliance solutions provider selects WBT

Dublin-based WBT Systems has been chosen to provide the Learning Management System (LMS) technology for ethics and legal compliance training specialist ELT. The TopClass e-Learning Suite will serve as the platform to drive ELT's online workplace compliance training programmes for 1million learners in over 500 US organisations.

ELT develops courseware and training programmes on a range of legal compliance topics such as workplace harassment, diversity, hiring, ethics and code of conduct. These programmes help organisations demonstrate their commitment to a safe and respectful workplace. In the event of a lawsuit, an organisation's workplace compliance programme may have to withstand jury scrutiny, so the tracking and certification capabilities provided by TopClass are critically important. ELT also customises programmes to include workplace policies and to track individual acknowledgement and receipt of policies.

Declan Kelly, chief executive officer of WBT Systems, said: "WBT Systems has the experience and the knowledge to help large professional training organisations develop and deliver effective compliance training and certification programmes for their customers."

AOL UK selects Brightwave

Leading Internet Service Provider AOL UK has chosen Brightwave, the workplace learning specialist, to develop an e-learning programme designed to train staff about the company's new performance management processes that are rolled out this year. The e-learning programme covers communication, learning, and performance support to ensure successful adoption over a period of time. An AOL spokesman said: "We are growing fast and it is important that our HR processes keep up with this growth."

Learning vital to employee performance

The latest annual Business Insight survey from PricewaterhouseCoopers reveals that while 58 per cent of middle market company executives believe that learning and development are vital to improving employee performance, training is still not regarded as a primary role for human resources (HR) departments, and the positive impact it has on the bottom line remains largely unrecognised.

Three quarters of companies surveyed state that they are in "growth and expansion mode" and that improving the performance and productivity of their people is vital to deliver that growth.

David Harrison of Intuition, commenting on the findings, said that if this is the case why do only five per cent of chief executive officers and finance directors see training as a primary role for their HR

function?

He asks why enterprises appear to be struggling to identify the importance of training and the direct relationship it has on the bottom line. For instance it costs between six months and one year's pay to recruit externally, however it is often quicker and more cost effective to train up existing staff, as well as being a motivational tool to encourage people to stay with a company.

Harrison thinks it could be because of difficulties that companies face when trying to implement a structured training scheme that doesn't disrupt the running of their core business. He urges companies to consider the alternatives to off-site, classroom-based courses: "Technology enabled learning such as internet-based training can be an ideal way to significantly reduce costs, logistics and time constraints that traditional training courses often involve, and enable companies to realise the financial benefits that improved employee performance brings."

Epic consultant selected for DTI US mission

Alec Keith, Senior Learning Consultant with Epic Multimedia, has been selected by the DTI to participate in the 'Beyond e-learning' Global Watch mission to the US. Comprising a small group of content and technology developers, corporate users and academics, the mission will exchange information with leading US developers, technologists and experts.

They will spend a week in Boston and San Francisco visiting a wide range of both corporate and academic institutions including IBM, Harcourt, MIT, Stanford Research Institute and Convergys. Access to experts such as Elliott Masie and Josh Bersin will enable them to benchmark the UK against developments in the US.

In particular Keith says he will be looking to:

- Understand the latest research and innovations in m-learning and digital TV

- Identify best practice in use of games and simulations
- Exchange expertise in design and implementation of blended solutions
- Promote collaboration and partnerships with US counterparts

Co-ordinated by Pera Innovation, the DTI's programme manager, the Global Watch findings will be published in full later this year.

Global Watch missions are a key aspect of UK Trade and Investment's strategy for

encouraging UK investment and promoting sales overseas. Steve Barden, Epic's Head of Consulting, said: "It's a great opportunity to exchange information on technology, management best practice and business models and to build relationships with leading US thinkers and practitioners."



Alec Keith

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