

# National Learning Management System Project

## Overview of Functionality Arising from the Oracle Learning Management (OLM) Application of eLearning Capability



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### KEY BENEFITS:

- Management of a unified catalogue in one central location, combining online and classroom training
- Full management of learning-related competencies
- Structured learning paths to help monitor performance, develop the careers of your workforce, and ensure your people are meeting training regulations
- Creation of tests to assess learning understanding, providing valuable feedback on whether business goals and workforce objectives are being served
- Collaborative learning through discussion forums and chats

As part of the National Learning Management System (NLMS) project, the introduction of elearning capabilities and functionality into the Electronic Staff Record (ESR) OLM module will be available in the following areas:

- 1) Learning Administration
- 2) Self Service
- 3) Remote Access

### 1) Learning Administration

#### Local eLearning Content

- Users will have access to a new Contents tab within the local Learning Administration URP which will enable the set up and maintenance of elearning objects, tests and question banks.
- The set up and maintenance of the links to the content servers which host the elearning content will be set up nationally and the Trust will provide details of these to the NHS Central team before they can set up any local elearning.
- Locally, users will be able to set up and administer any elearning that they deliver, using the existing course catalogue structure.

#### National eLearning Content

eLearning which has been created nationally will be automatically placed within the OLM course catalogue under appropriate Learning Categories and Sub-Categories.

#### Restriction of Access to eLearning Content

Whilst much national elearning will be available to all employees, certain nationally hosted elearning courses will only be appropriate for particular staff groups, for example medical trainees. To ensure that this is targeted appropriately, nationally maintained restrictions will be applied to these classes and Learning Paths ensuring that only those employees who meet the restrictions can enrol. These restrictions will be agreed by the national elearning provider.

The restriction of elearning content will be achieved through the addition of a new learning restriction field held against a Position in ESR. This list will be based on the Area of Work List of Values but will contain other items. A new value will be added in the Learner Access form in Learning Administration to allow users to limit access to those employees who hold a position with the appropriate restriction identified.

Local organisations will host their own elearning content so will be able to control whether they make it available to other NHS organisations or not.

## **Collaborative Learning**

Online Chats and Forums can be set up either nationally or locally. When a chat or forum is set up nationally and linked to a class this will be available to all employees who fall within any Learner Access restrictions set up.

### **Chats**

Live interactive sessions where users will be able to type messages and correspond with others who are online.

### **Forums**

Similar to bulletin boards where users can post a question or topic for discussion and other users will be able to post replies.

## **Reporting**

- i. The existing reports for OLM are being amended to enable the user to filter the reports to show elearning specifically or focus on all learning.
- ii. As the elearning will be accessed through ESR, a record of this will be held against the employee, ensuring that they have an up to date training record which can then follow them if and when they move around the NHS.
- iii. As part of the new elearning functionality it will be possible to create tests and assessments, linked to any elearning classes. Question banks can be created from which a test or survey can be devised. These test and survey scores will be held against the individual and also organisations will be able to report on the outcome of the tests.
- iv. Reporting requirements for national course content providers (such as Connecting for Health, Core Learning unit and elearning for Healthcare) are currently being defined. Once complete, national course providers will be able to report on the use of their courses.

## **2) Playing eLearning and Employee Self Service**

One of the main requirements identified for the NLMS project was that users should be able to access elearning classes remotely, using an internet connection rather than having to always access at work whilst on the N3 network. In order to deliver this a new URP has been created which will be used by all employees to play elearning (whether this is remotely or on an N3 connected site). This URP will allow a user to play any elearning that they are enrolled on or search for and enrol on any elearning which has been set up as 'Self Enrolment'. No further functionality is available remotely.

A further URP has been created which is a cut down version of Employee Self Service, which allows access to just the Employee Self Service 'learning' functionality. This URP will only be available whilst accessing across the N3 domain (not remotely) and will enable the user to fully search and enrol on all types of learning be it national or local. The user must switch to the elearning URP to actually play a course.

### 3) Enabling Remote Access

For an employee to be granted remote access to elearning:

- A facility will be implemented where users will send a request to either their manager – if Self Service is used - or to a central point within the organisation.
- Requests for remote access must be completed from within the organisational (N3) setting and are a one time only request.
- Once approved the user will be free to access the elearning content remotely.
- Remote access will require a different user name and password from the user name and password used to access ESR.
- To the user, the view of the application will be identical to the one they would access on site in the workplace using their normal ESR login to Employee Self Service.
- Any learning undertaken remotely will be captured against their learning record in the same way as learning undertaken from within the work environment, thus ensuring the complete record
- It should be noted that only elearning classes will be accessible remotely. All other learning requests should be made whilst accessing from within the organisation.

#### **Notes:**

#### **Timescales**

The NLMS project is due to enter pilot stages in June 2008. Upon successful completion of the pilot phase, the NLMS will be available to the rest of the NHS for implementation from September 2008.

Further details on the implementation of NLMS are being produced and will be available through your ESR Benefits Realisation Manager.