Electronic Staff Record

ESR Learning Management – a one-stop shop for Learning

ESR Learning Management (ESR LM) is a fully integrated solution which supports a blended approach to learning with organisations able to offer, in one place, e-Learning and classroom-based learning. The solution provides a diverse selection of functionality to support NHS organisations in optimising their learning needs. Used by over 200 NHS organisations, it provides a platform that is accessible for both smartcard and non-smartcard users.

Employees can directly play e-Learning on various platforms via the ESR portal, which in turn will update any required competencies immediately, giving real-time reporting functionality for Managers and core users. Without switching to another system, Employees can book themselves onto a classroom-based session and check their own training compliance rating. Learning Auto Subscription is also a feature, freeing up administration time, while system-generated emails keep Employees informed of their enrolment and compliance status.

Learning Dashboard

The Learning Dashboard, as well as being available on a desktop, can also be accessed on a mobile device, giving the trainer the flexibility to update registers in real time.

The dashboard presents information that is pertinent to the ESR LM Administrators. Learning Portlets include:

- Learning compliance
- Did Not Attend (DNAs) over the previous month
- Bottom 10 orgs by compliance against competence requirements.
- Upcoming Classes portlet
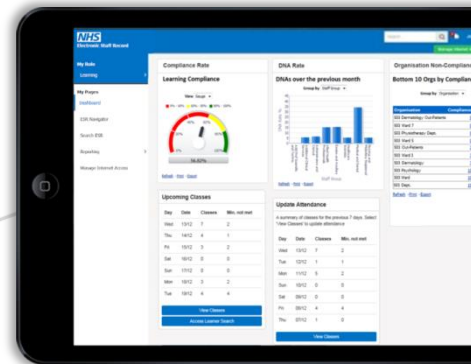
" With the successful rollout of self service our employees are able to view and update their personal data held on ESR directly, which has improved the quality of our data. In addition, through using ESR LM for recording our mandatory training we have managed to improve the accuracy of our overall compliance data as well as providing our employees with a more timely and flexible route to undertaking their training "

Cambridgeshire Community Services NHS Trust

Harness Technology

Free National Content

Compliance

Empower Employees

Reduce Admin

Internet Access | e-Learning | Portability |

Face to Face Learning

ESR Learning Management is a flexible solution that enables organisations to deliver learning efficiently to Employees, Volunteers and others. It provides a flexible way to complete core essential training, induction programmes, Learning Paths and continued professional development.

Multiple, scheduled training sessions can be set up in one process to avoid excessive and unnecessary admin. The Search and View Learner option enables a Learning Administrator to view, search for and enrol Employees onto learning via their learner's home page to aid queries.

External Learners

ESR Learning Management has the functionality to manage training for those people on site who are not necessarily employed by your Organisation. This includes aligning them to statutory and mandatory compliance requirements and the functionality allows the Manager to approve training if needed.

Online Learning

The widespread availability of broadband has encouraged individuals to use the internet more for learning. Online activity has increased greatly due to the uplift in the requirement for Employees to operate remotely.

The development of the e-Learning offering is a joint initiative between ESR and Health Education England e-Learning for Healthcare. There are over 1,100 courses listed and ready to use through ESR Learning Management, split into various categories.

If there is no national course that meets your needs, ESR Learning Management can accommodate locally developed packages.
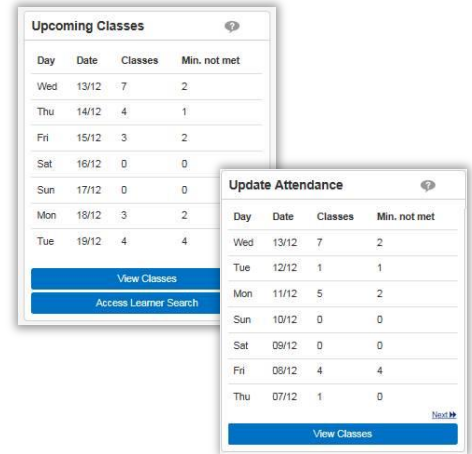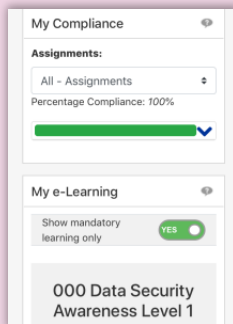
Up and Coming Classes and Attendance Portlet

The quick and easy to use Up and Coming Class Portlet on the Learning Dashboard gives administrators quick access to view up to 14 days in advance class enrolments. Directly from this portlet additional enrolments can be added to the selected class.

Similarly, the Attendance Portlet is also available from the Learning Dashboard. This enables learning administrators and even trainers to update classes in real-time. Thus giving up to date information to managers and the learning team.

Learning Auto Subscription

To save on administration, ESR Learning Management has the functionality to Auto Enrol Employees onto e-Learning. Working via a number of triggers, ESR LM can determine if an Employee is about to fall out of compliance against a set requirement. If the only way to satisfy the competency is via e-Learning, Learning Auto Subscription will take place. Following initial enrolment, and when the time comes for the Employee to renew the specific competency, the play button automatically appears, saving them time as they will not have to re-enrol.

Working in Harmony with Self Service

The simple and intuitive design of the My Compliance Portlet on the My ESR Dashboard enables employees to play content that is relevant to their role as well as any additional e-Learning they may be signed up to.

The My Compliance Portlet displays an easy to understand RAG rating table highlighting when competencies are about to expire, while keeping a check on all training requirements. National competencies attained by employees working in additional NHS organisations or when they are initially recruited will be transferred to their learning record, thereby negating the need for unnecessary training.

The Learner Home Page provides tabular views of different learning groupings including:-
- all e-Learning enrolments
- all classroom courses
- Learning Certifications that contain renewable modules
- Learning Paths that the employee might have had created for them
- external learning that has taken place outside of the organisation.

Enrolments Onto Course

Face to face courses can be set up in a way whereby an Employee's Manager's approval either is or isn't required to confirm the enrolment onto the Course.

If the Organisation is using self service, the system can facilitate the process whereby the Manager approves the place on the programme or it can be set up in a way where this is centrally managed by the Education and Training function.

Managing Core Training

Along with the many hundreds of e-Learning core training offerings, training can be administered to easily facilitate renewable periods. The Learning Certification process will accommodate the option of completing training via face to face one year and then e-Learning the next.

Training Compliance and Reporting

ESR Business Intelligence (ESR BI) transforms your ESR data into visually relevant and appealing dashboards, accessible on desktops or mobile devices. It contains a full suite of Education and Training standard reports. The reports enable processes to be monitored and provides an opportunity to empower management with valuable workforce intelligence in a variety of forms to suit the user.
ESR BI and the data it presents is available in many forms to suit a wide range of service users, from individual Employees viewing their compliance, to a department Manager planning their team's appraisals.