



How ESR can support your Learning and Development Team?

ESR – The complete learning solution for your Learning and Development Team

The Oracle Learning Management (OLM) functionality in ESR provides comprehensive control of all the activities associated with the learning and development of your NHS staff. This includes the administration of available learning e.g. classroom based and e-Learning courses, and the recording and monitoring of learning achieved or in progress for individuals. It includes a full suite of dashboards and reports using ESR Business Intelligence (BI).

Utilising OLM together with the competences functionality; Career Management, affords you with the ability to link learning to national competence frameworks or locally set competencies, together with the facility to apply the requirement for these competences to your employees based on the needs of their role, thus providing you with an invaluable workforce learning compliance tool. Compliance information is generated and available to your employees and managers through the portal, and at organisational level through the Business Intelligence (BI) tool. The use of national mandatory competencies in ESR can help to facilitate a reduction in the duplication of training, that staff are required to complete when moving from one NHS organisation to another. This information is transferred using the Inter Authority Transfer (IAT) process, which aids the streamlined transfer of staff information across the NHS.

The use of Competency Requirements at your organisation would enable Learning & Development, Recruitment, employees and an applicant accessing via Employee Self Service, to instantly know what training has been completed, when it expires, and importantly what training is outstanding.

Effective learning for your applicants and employees

Applicants and employees have access to their learning record through the ESR Portal, providing a wide range of information including:

- Access to Compliance Matrix
- Ability to self enrol and play eLearning
- Ability to self enrol on classroom training
- Access to learning via all mobile devices including Bring Your Own Devices (BYODs)
- Workflow notifications regarding learning and competency information



Effective management of staff Learning and Development for your Department Managers

Through Manager Self Service, Department Managers have access to a range of learning information to assist them in supporting the learning and development of their staff, including:

- Access to the Managers Compliance Dashboard providing team training compliance data
- Ability to approval for enrolment request
- Ability to enrol staff onto learning
- Ability to view training data to support appraisal process
- Ability to access Dashboards remotely via the internet from a mobile device

Key areas of functionality for Learning and Development Teams

ESR offers a full learning management solution with a wide range of functionality available to all NHS organisations. Detailed below are specific key functionality that should be considered by Learning and Development Teams:

- No requirement to maintain workforce changes (starters, leavers, changes)
- Accessible via trust computer or mobile device via the internet
- Enable Automatic internet access for applicants and employees
- Full suite of BI Dashboards providing a wide range of learning and development information
- Ability to reduce or eliminate paper registers with Attendance Portlet
- Access to over 800 national elearning courses
- Enable self-enrolment for classroom based course
- Ability to load local elearning content
- Ability to target training (learner access & pre-requisites)
- Waitlist functionality
- Class scheduler to set multiple class
- View employees learning record and competencies to ensure the correct training is booked
- Auto enrolment functionality
- Automatic notifications for enrolments and changes
- Ability to quick email delegates on a class
- Automatic notifications to manage competencies
- Ability to devolve learning administration to Subject Matter Lead
- Full competency management function:
 - Set competency requirements from organisation to assignment level
 - Set competencies against classes / elearning
 - Manage compliance using competencies
 - Access to Core Skills Training Framework (CSTF) competencies

To learn more about the ESR functionality available to your team, obtain best practice guides for implementation or for information about your current usage, please contact your NHS ESR Account Manager or ESR Functional Advisor. As well as guide you through the functionality and provide you with essential system information, they will also undertake your Annual ESR Assessment, providing you with an in depth analysis of how you are utilising ESR, and highlight the potential for expanding your use of ESR.