

Train, engage and motivate[■]

The way in which people engage with learning has changed. When information is at our fingertips with the speed of a click, employees are used to this fast-paced self learning. Why not make it just as easy within your organisation to learn? Foster an 'on-demand', collaborative learning culture for total engagement and optimal training impact.

Engage employees with a modern learning experience and empower your organisation by delivering an employee-centric experience. Boost engagement by making learning available anytime, anywhere.

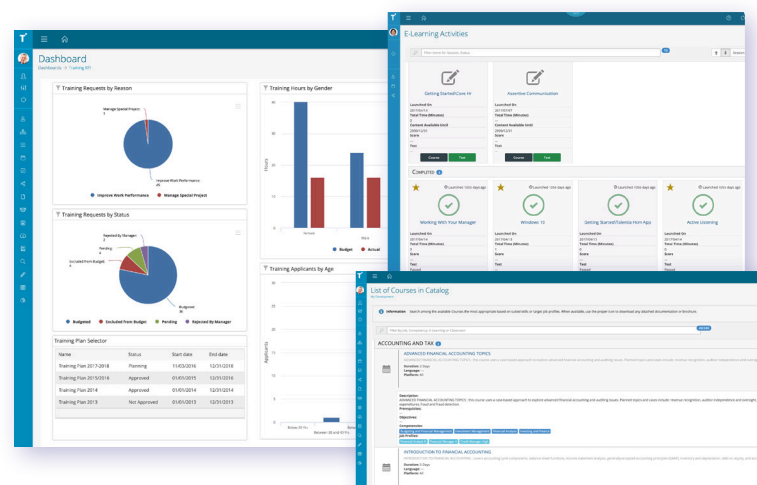
Talentia Learning and Development gives you complete control over your training processes. From the moment a course is booked, to collecting post-course feedback, you'll be able to deliver an effective service and enhanced user experience.

The intuitive system gives managers and the HR the ability to monitor the skills of employees and propose and assign training and development plans to respond to individual and company needs. Employees can also track their development and request training activities, actively engaging them in their progression.

With Talentia you can[■]

- Create a catalogue of internal and external training activities, including course details, skills addressed, prerequisites, equipment required, costs and venues
- Manage document attachments, such as standard itineraries and directions
- Maintain information about training providers, including areas of expertise, resources, location, costs and history of activities
- Use competency gap analysis to identify development needs
- Create personal development plans (including multiple plans)
- Record full development history, including academic, vocational and other training and development activities
- Manage wait lists, subscribers, cancellations

- Automatically generate confirmations, reminders, joining instructions, feedback forms, tests etc.
- Use powerful reporting to analyse costs, activities, outcomes and costs
- Test knowledge gained with test management
- Regulatory training assistant to ensure training is up to date.



Talentia HCM will help you optimise



Course Catalogue

Create your own catalogue of courses and training



Compliance

Keep on top of regulatory training and certificates



Identify

Identify needs through skills gap analysis



Administration

Manage courses, budgets, teachers, rooms, subscribers, and more



Test

Assess the effectiveness of the course with tests and surveys

Training

Because your company's growth is naturally tied to your employees' growth, it is essential to deliver tailored training plans that align with their needs and the organisation's strategy. Talentia allows you to deliver the right blend of traditional face-to-face training and on demand e-learning content.

Talentia enables managers and HR to propose and assign training plans in response to competency skills gaps and regulatory training. Training needs can be identified through a competency gap analysis process which uses the competencies associated to the job profile, and the outcome of the appraisal to produce a gap analysis report. The system will automatically suggest suitable courses for the employee to attend to fill the gap.

E-Learning & LMS

With Talentia Learning and Development, you can encourage your people to complete the course when and where they like. Training in the form of micro, social or quick learning, can be attended independently by your teams incorporating a fun and interactive element to encourage a more playful approach and greater involvement. Optionally, you can create a catalogue of advanced interactive e-learning content by uploading any SCORM, xAPI, AICC, Tin Can or cmi5 training material.

Easily track and monitor progress of your learners within the interactive dashboard and use the questionnaire to test their knowledge gained. Automatically award certifications, skills and knowledge attainments on successful completion of the course or test.

Talentia HCM

A suite of modules covering the whole hire to retire process.

Talentia HCM

HR Administration

- Core HR*
- Onboarding
- HR Intelligence
- Absence
- Charting
- Virtual Assistant
- Social and Collaboration
- Survey

Recruitment

- Recruitment Management
- ATS powered by Arca 24

*Prerequisite for all modules

Talent

- Performance
- Talent Management
- Succession and Career
- Continuous Feedback

Learning & Development

- Training Management
- LMS

Compensation

- Salary Analysis
- Pay Review

