

ORACLE LEARNING MANAGEMENT

KEY FEATURES

- Leverage the Oracle e-Business Suite to plan, deliver, and track learning
- Competency management automation and integration
- Learning paths and learning certifications
- Course and class evaluations
- Mandatory enrollment
- Online content management and assessment authoring
- Collaboration via forums, chats, and web conferencing (add-on)
- Administrative role-based access control of the unified catalog
- Flexible resource management, including a dedicated instructor user interface

Oracle® Learning Management. An enterprise that is looking to know more, do more, and spend less, must optimize human performance in all its business processes. To transform the perception of learning management from a cost center to a key investment, businesses need to tie learning activities directly to core business initiatives, which is exactly what Oracle Learning Management does for you. Oracle Learning Management is part of the Oracle E-Business Suite, an integrated set of applications that are engineered to work together.

Oracle Learning Management is an Enterprise Learning Management System

Oracle Learning Management is designed to support all education models by providing a single unified learning delivery system to the extended enterprise: workforce, applicants, customers, and partners. Because this system is native to the Oracle E-Business Suite, it can also relate learning activities and results to business initiatives. Oracle Learning Management addresses your business needs by providing the following capabilities through an easy to use Self Service interface:

- Full management of learning-related workforce competencies
- Structured learning paths and learning certifications, to help monitor performance, develop the careers of your workforce, and ensure your people are meeting training regulations
- Management of a unified catalog in one central location, combining online and classroom training, with role-based access control for administrative responsibilities
- Creation of tests to assess learner understanding, providing valuable feedback on whether business goals and workforce objectives are being served
- Evaluation of training and training material to support continuous improvement

The screenshot displays the Oracle Learning Management System interface. At the top, there's a navigation bar with 'ORACLE Learning Management' and links for Home, Logout, Preferences, Help, and Diagnostics. Below this, there are tabs for 'Home', 'Catalog', and 'Learning History'. A search bar is present with a dropdown menu set to 'Course' and a 'Go' button. The main content area is divided into several sections:

- Learning Certifications:** A table with columns: Certification Name, Certification Status, Progress, Due Date, Last Completed, Renew Date, Renew, Move to History, and Unsubscribe. It lists 'Oracle Applications Technical Certification' and 'CPR Certification'.
- Learning Paths:** A table with columns: Learning Path Name, Learning Path Status, Source, Mandatory Courses Completed, Start Date, Due Date, Completion Date, Update, Move to History, and Unsubscribe. It lists 'Executive Development' and 'Advanced Professional Skills'.
- Enrollments:** A table with columns: Course Name, Status, Offering Name, Type, Enrollment Date, Completion Date, Start Date, Start/End Time, End Time, Time Zone, Move to Play History, Unenroll, and Evaluation. It lists 'Communication Skills for Leadership'.

On the right side, there are sidebars for 'Announcements' (Welcome to Vision Enterprise Training Center!) and 'Browse Catalog' (Compliance, Consulting).

Figure 1: Your workforce, customers, and partners can find the learning they're looking for, all in one place.

Competency Management

When your workforce knows more, your organization can do more while spending less. A key solution to managing the knowledge of your human capital is to invest in a competency model. Oracle Learning Management leverages this investment by extending these competencies to describe the purpose of the learning that is created. Administrators define what competencies the learner attains from successfully completing a course, learning path, or learning certification.

In the catalog, learners and managers can find and enroll in learning that delivers these competencies. On completion, the system automatically updates or, optionally, suggests changes to the learner's competency profile, thereby closing the competency cycle.

Learning Paths

Learning paths enable learners to manage their progress toward a learning objective larger than a single course. A learning path groups specific courses targeting your learning community, helping to focus your training investment on critical jobs. Learning paths can package learning for a variety of purposes: role-based paths, performance remediation, and career development.

Oracle Learning Management supports three types of learning paths: catalog, manager-created, and learner-created.

Catalog learning paths enable administrators to track overall progress for all subscribed learners. Through integration with Oracle's talent management applications, managers can create learning paths from performance appraisals and other processes. Learners can create learning paths to organize their individual learning plans and goals.

Learning Certifications

Increasingly, corporations must ensure learners are certified to a specific level of proficiency, and that their knowledge is renewed regularly. Oracle Learning Management enables administrators to deliver one or more courses and tests as a learning certification, which tracks learner progress, learner test results, completion, and expiry, enabling you to identify those who are or are not in compliance with your business and industry requirements.

Online Learning

Traditionally, businesses have used the classroom as the primary method for providing training to their workforce, customers, and partners. This method suffers from rollouts too slow to match your business strategy, and reaches only a limited audience. Online learning can reach a global audience at a reduced delivery cost. Oracle Learning Management fully supports this approach by providing a content player that plays any web-accessible content, tracks progress by topics, and meets industry-tracking standards.

Content Management

Corporations are under pressure to roll out content as quickly as possible to learners. Product teams, managers, and subject-matter experts are as likely as traditional curriculum developers to publish online content. To disseminate timely information directly to their learners, content assemblers can combine existing material with new content to meet the needs of different audiences, and save significant time and cost. Oracle Learning Management enables the assembly of content that makes use of mixed media, and multiple learning modalities, to suit different learning needs and preferred learning styles.

Unified Catalog

To know more and do more, people need to learn more. The learning experience must be pleasant and flexible, yet it must reduce a learner's time spent finding and acquiring the learning. Oracle Learning Management is optimized for the task at hand and intuitive for learners to use. Oracle Learning Management supports the delivery of synchronous and asynchronous online and classroom based learning, through one catalog and a user interface optimized for learners.

Unified Catalog for Administrators

Administrators use a single interface to determine what learning is available to what people at what times. The explicit catalog management interface eliminates many problems faced by users of a content-centric LMS.

Administrators must often define attributes of their content to determine what appears in the learner's catalog and how it is displayed. The catalog management interface in Oracle Learning Management enables learning administrators to see the entities they are creating, and directly edit the properties.

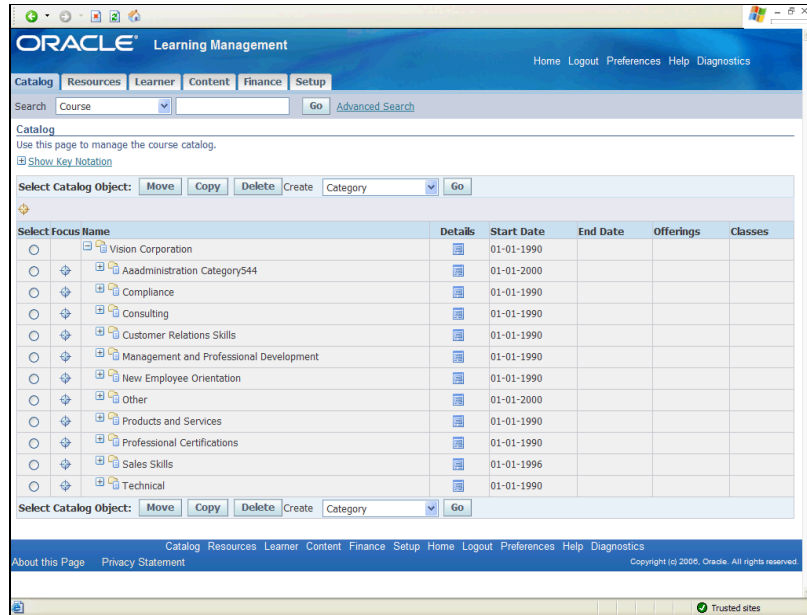


Figure 2: Administrators easily manage all the powerful capabilities from a single interface

Unified Catalog Supports Different Learning Methods

The hierarchy employed in the catalog model supports both on-line and classroom based learning. A single course with a set of learning objectives can be offered in multiple ways, in multiple languages, in thousands of times and places. There is no confusion about “is this online course similar to this instructor-led course?”

There is one course, offered in multiple ways. When learners complete the course, they meet the learning objectives of the course, no matter how the content was delivered. This blended choice model reduces administrative overhead, and helps target learning by asking questions in the right order. First, we need to know what the learner needs to learn, and then we can figure out how.

By combining on-line and classroom based courses in learning paths the Unified Catalog also supports blended learning.

Controlling Learner Enrollments

Time is an increasingly expensive commodity, so corporations want to ensure all learners gain maximum benefit from class attendance. Oracle Learning Management enables you to restrict enrollment to only those qualified to attend, by defining enrollment prerequisites. Course and competency prerequisites ensure that learners have a minimum mandatory level of expertise prior to enrolling in a class, or are advised of recommended prerequisites that can enhance their learning experience.

Mandatory Enrollment enables enterprises to ensure that workers enroll in training that is critical to their role. Not only will learners who qualify today be automatically enrolled, also learners who will qualify at a later time will be automatically enrolled.

The screenshot shows the Oracle Learning Management System interface. At the top, there is a navigation bar with the Oracle logo and 'Learning Management' text. Below this, there are tabs for 'Catalog', 'Resources', 'Learner', 'Content', 'Finance', and 'Setup'. The current page is 'First Aid, Classroom Apr 2008: Add Learner Access'. The form includes a search field for 'Learner' with a magnifying glass icon, and an 'Enrollment Type' section with two radio buttons: 'Self Enrollment' and 'Mandatory Enrollment'. The 'Mandatory Enrollment' option is selected. There are 'Cancel' and 'Apply' buttons at the bottom right of the form.

Figure 3: Make a class mandatory to a specific learner, learner group, organization, job, position or a combination of these.

Targeting Learner Access

Learner Groups are used to define the specific audience for a learning activity. Learner groups can consist of learners, organizations, jobs, positions and other learner groups. The administrator can use learner groups to define learner access to categories, courses, offerings and classes. The new learners in the learner group will be automatically enrolled in the class if the class enrollment is mandatory. Learner groups can also be used to bulk enroll learners in classes.

Assessing Results of Learning

Assessments help you evaluate both the learner and the curriculum. Understanding the effectiveness of learning provides the organization with valuable feedback on whether their learning goals and objectives are being served. With Oracle Learning Management, information obtained from assessing the delivered learning can help to validate and tailor the material to map more effectively to those company goals and objectives.

Evaluating Results of Learning

Organizations can improve the quality of learning interventions by gathering and acting upon structured feedback from learners. Providing more effective training that is transferred effectively to the workplace improves productivity and the bottom line. The Course Evaluation feature enables structured learner feedback to be obtained. Learning Managers can evaluate self-paced and classroom based courses online to gather feedback from learners on different training courses and classes.

Extending Learning Beyond Employees

Today, educating the extended enterprise, including customers, partners, contingent workers, and job applicants, is often a prerequisite for staying competitive. Your entire extended enterprise can take advantage of self-service access to learning and one-stop administration, both of which lower your costs by automating catalog distribution and enrollment. Oracle Learning Management serves your customers, partners, contingent workers, and applicants, as well as your own employees.

KEY BENEFITS

- Management of a unified catalog in one central location, combining online and classroom training, with role-based access control for administrative responsibilities
- Full management of learning-related workforce competencies
- Structured learning paths and learning certifications, to help monitor performance, develop the careers of your workforce, and ensure your people are meeting training regulations
- Creation of tests to assess learner understanding, providing valuable feedback on whether business goals and workforce objectives are being served
- Foster collaborative learning through discussion forums, chats, and web conferences

RELATED PRODUCTS:

Leverage the Oracle e-Business Suite to plan, deliver, and track learning, by integrating with:

- Oracle Human Resources (full integration with the Oracle HR competency model)
- Oracle Self-Service HR (for managers)
- Oracle Order Management (ordering)
- Oracle Receivables (invoicing)
- Oracle Projects (time and expense tracking)
- Oracle General Ledger (attendance fees and resource fee cost transfers)
- Oracle Payables (resource usage)
- Oracle Web Conferencing (virtual classroom)

RELATED SERVICES

The following services are available from Oracle Support Services:

- Oracle e-Business Suite Accelerators
- Oracle Application Solution Centers
- Oracle University
- Oracle Consulting

Scheduling and Resource Management

Managing the resources necessary to deliver successful learning can be a time-consuming administrative burden. Inefficient management can delay rollouts and decrease learner satisfaction, which leads to lower adoption and therefore less knowledge. The Oracle Learning Management resource model ensures that learning administrators can always place the right resources and equipment in the right places. Your instructors also have their own self-service interface to assist in managing their schedules and classes.

Configurable to Support your Organization

The successful adoption of a learning management system in an organization depends greatly on its ease of use for learners, managers, and administrators, along with the flexibility to tailor the system to each organization's unique culture and needs. Oracle Learning Management is a highly extensible and configurable application that enables you to personalize the user interface.

Personalizations include the ability to tailor text for labels, prompts, and tip messages; hide/show/reorder components; restrict query results; add fields, buttons, links, pick lists, and images; create and save a search; reorder columns; and change sort order.

Oracle E-Business Suite—The Complete Solution

Oracle E-Business Suite enables companies efficiently to manage customer processes, manufacture products, ship orders, collect payments, and more—all from applications that are built on unified information architecture. This information architecture provides a single definition of your customers, suppliers, workforce, products—all aspects of your business. Whether you implement one module or the entire suite, Oracle E-Business Suite enables you to share unified information across the enterprise so you can make smarter decisions with better information.

Contact Us

For more information about Oracle Learning Management please visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.



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