Utilizing Learning Data for Proactive Reporting & Analytics

Hosted by Stewart Rogers, Lambda Solutions

Your Hosts

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Agenda

1. Compliance Reporting Today

2. LMS Reporting & Analytics to the Rescue

3. LMS Reporting Requirements

4. Relationship between learning and compliance

5. Barriers to LMS Compliance Reporting

6. Solutions to LMS Compliance Reporting

We Reduce The Cost Of Learning

Open Source Talent and Learning Management Systems

Reliable and Secure Cloud Hosting

Responsive and Proven Expertise

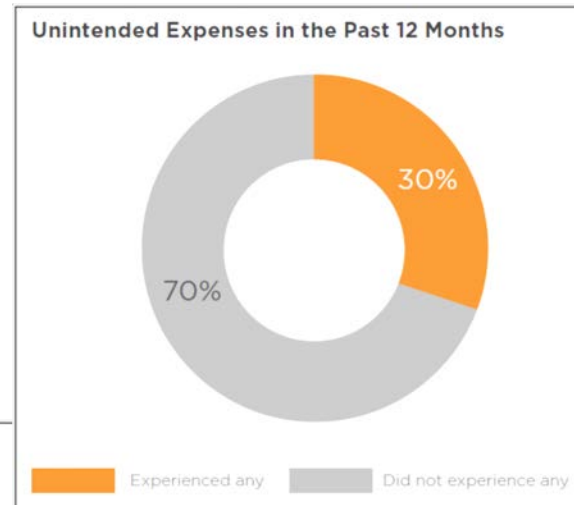| Totara & Moodle are 80% more cost effective	Managed cloud hosting reduces your IT operating costs by more than 40%	Over 12 years of experience and 600 customer implementations

Industry Leading Clients

Compliance Training Today

> 66 The volume of regulatory change challenges firms to keep pace ... Looking ahead, firms should aim to minimize regulatory impact on service levels through hiring and retaining top talent, investing strategically in areas including training and technology, and through embedding a culture of compliance within all levels of the organization. 99
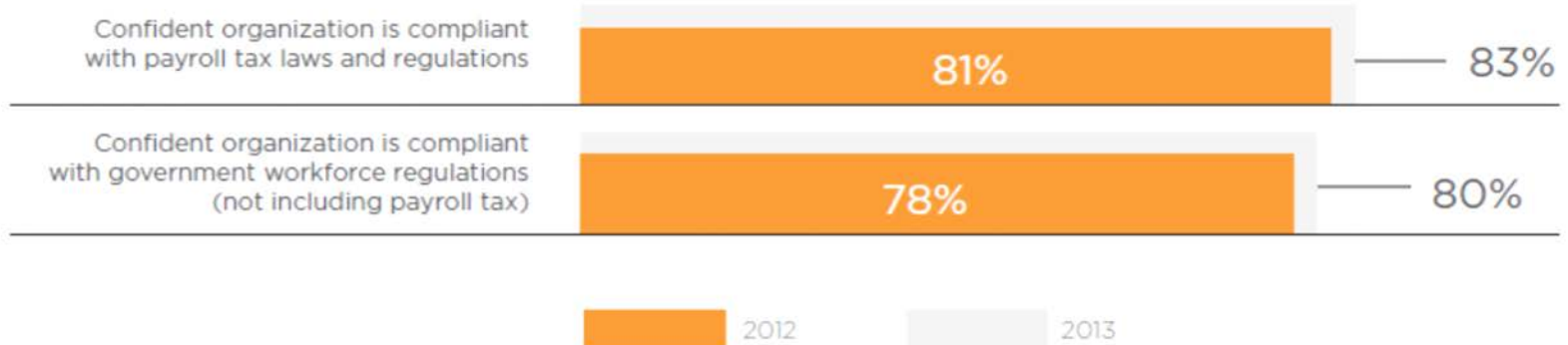>
> WORLD WEALTH REPORT
> Capgemini and RBC Wealth Management (2013)

Unintended Compliance Expenses

Unintended Expenses in the Past 12 Months

30%

70%

Experienced any   Did not experience any

Confidence in Compliance

Confident organization is compliant with payroll tax laws and regulations — 81% — 83%

Confident organization is compliant with government workforce regulations (not including payroll tax) — 78% — 80%

2012   2013

LMS Reporting & Analytics to the Rescue

- Enterprise-class LMS today **MUST** have a robust set of features that quantify training via analytics and reporting

- *Reporting* is about presenting data

- *Analytics* is about using data to gain insights and to tell a (compliance) story with your data

Bersin by Deloitte.

The Definitive Buyer's Guide to the Global Market for
Learning Management Solutions 2014

LMS Reporting & Analytics to the Rescue

- Your LMS must be able to properly track and report on compliance training

- Many industries experience regular auditing cycles, others need ad hoc inquiries for deeper compliance requirements

- The inability to produce clear reports to regulators can nullify even the best training.

- > 60% of Companies are highly to very highly prepared for a compliance audit

Mission Critical: Managing Compliance Training
By David Wentworth
http://www.trainingmag.com/content/mission-critical-managing-compliance-training

POLLING QUESTION 1

. **Are you prepared for an audit of your compliance training?**

a. A) Very prepared
b. B) Moderately prepared
c. C) Not prepared

Reporting Requirements

- **Executives** typically want dashboards or charts

- **Line Managers** need tabular reports and charts designed around their audiences and programs

- **Training Execs and Managers** need the ability to slice, dice, drill and filter to find just the information they need

Training Analytics: The Next Big Wave in Learning Management Technology

Josh Bersin, Chief Learning Office Magazine

POLLING QUESTION 2

- **What are you required to report on for compliance training that you cannot today?**

  a. A) Time Spent Learning
  b. B) Training Completion Stats
  c. C) Recertification Dates & Requirements
  d. D) Scores of Completion Assessments

Relationship between Learning & Compliance

"In some organizations, as much as **70%** of learning, as measured by worker hours, is dedicated to training or retraining employees on topics defined by mandated regulatory courses."

"Compliance, Learning and Seat Belts"

Elliott Masie, Chief Learning Office Magazine

The Compliance Reporting Story

Can you send me a list of people who completed the Health & Safety courses?

When do need this by?

Yesterday!

Can I send you this in Excel?

Yes, can you also send me a list of people who have not completed these courses?

And, I just need the data from the last 12 months.

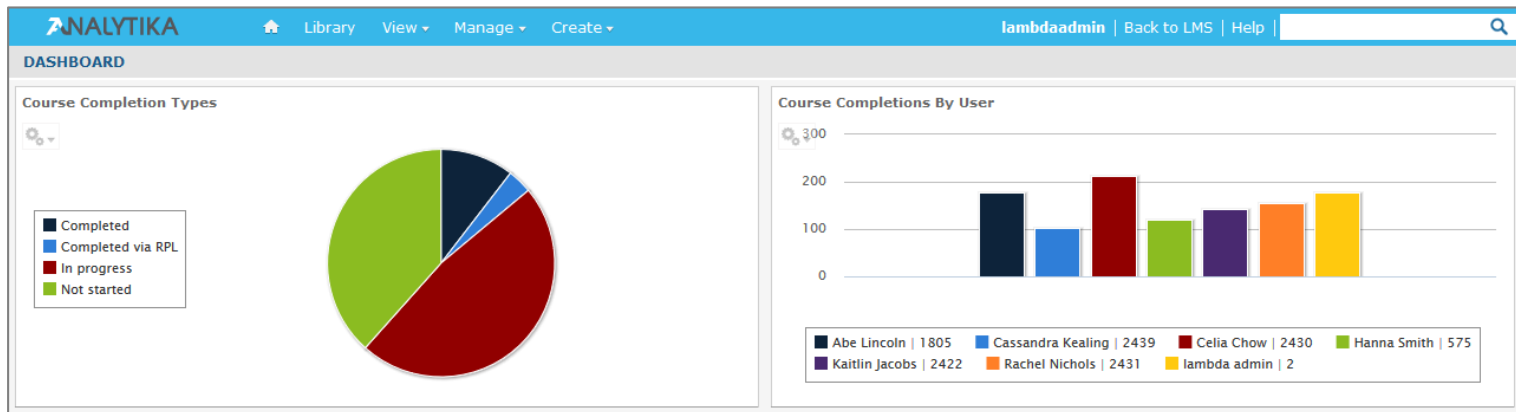**And**, can you also send me a list of people whose H&S Certificate has expired?

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POLLING QUESTION 3

The 4 Typical Barriers

❑ Limited access to data

❑ Limited in capabilities to analyze data

❑ Limited options to present and share data

❑ Time to create reports

Lambda Analytika™

Cloud-based reporting solution that empowers organizations to obtain a deeper understanding of their learning and talent development programs

- Support for Totara LMS and Moodle
- Canned reports + ad hoc queries
- Interactive dashboards
- On-demand exports
- Scheduled report delivery

Lambda Analytika™ Benefits

☑ Spend less time creating and running reports and spend more time focused on students and employees

☑ Demonstrate how the business is using learning to achieve its goals and ensuring compliance

☑ Better understand your learners to continuously improve training programs and related resources

☑ Assess the learning effectiveness with powerful learning analytics and use the insight to accurately understand where to invest in future learning

ANALYTIKA

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