



Training Management

A well educated and trained workforce is a fundamental requirement to the success of an organisation.

Training spend in most organisations varies between 2% and 6% of salary which could turn into a considerable investment. How this money is spent and whether any value is derived by the organisation is widely debated.

The Talenger Training Manager is a sophisticated collaborative module that focuses on the empowerment of employees in a controlled manner. It is fully integrated with the ERM Suite of products and is a close companion of the Talenger Performance Management System. It provides for the creation of company specific training programmes and monitors the successful outcome of initiatives.

Training requirements for employees may be based on competency and skills

requirements set in the Position Profiler as well as statutory requirements for Occupation, Health and Safety.

The degree of non-performance as determined by the company through performance assessments is automatically fed into the Training Manager which will recommend certain training interventions based on specific areas of non-performance.

The Training Manager will create statutory reports based on system recommendations as well as inputs from the training department.

If you are serious about the development of your employees and you are looking for an easy to use, well structured, holistic process driven solution, then the Talenger Training Module aligned with all its support modules is a must for your business.

What we deliver

Strategic training and development plan

No longer will training be undertaken for training sake but rather be based on a strategic evaluation of the needs of the company and employee

Improved Communications

Improved communication on the strategy will be achieved

Training Gap Analysis

Determine gaps in employee performance

ROI (Return on Investment)

Ensure effective utilization of limited resources.
NQF Alignment (SA Only)

Features

Training Settings – Create approval settings, overdue routings and budget cycles.

Training notifications – Create template notifications with comprehensive WYSWYG editing tools and style sheet support to enable matching of corporate communication standards.

Training providers - Create training providers, modules and courses

Qualifications – Define certification types, SAQA ID (SA only), Levels, Credits and course components

Competencies and Skills – Course associations may be created with Qualifications, Competencies and Skills as defined in Position Profiles.

Training Review Scales – Training is automatically recommended based on performance assessment scales, competencies associated with deliverables and training courses in the system.

Training applications – Training applications may be done by employees through employee self service or processed by the Training Department.

On-line approvals – Training applications and notifications may be may be routed to designated approvers via the ERM Task Management Service or email.

Employee Training Plans – Training plans may be created for normal training requirements as well as for succession planning.

Integration – Comprehensive integration exists with all other functionality in the Talenger ERM System.

Document attachments – A comprehensive document management system provides support for scanned documents.

Training cost tracking – training cost tracking is provided for approved and non-approved training applications



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