

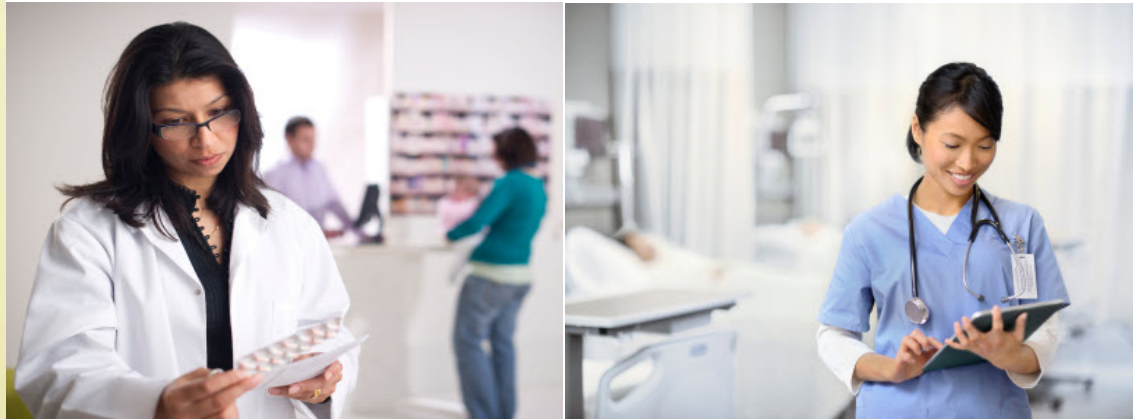


Centranum® HRadvance

Leading Edge Fully Integrated
Capability & Competency Development Platform

Capability Development for Healthcare

Capability Development for Healthcare



Define, track and develop staff capability

- ❑ Capability framework management
- ❑ Role Capability Requirement profiles
- ❑ Internal CV
- ❑ Portfolio for practicing certification
- ❑ Certification Tracking
- ❑ Capability Gap Analysis
- ❑ Individual development planning and tracking
- ❑ Learning Management—internal and external
- ❑ On line platform for learning delivery
- ❑ Training effectiveness evaluation
- ❑ On demand Training and Capability Reporting

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✓ **Capability Framework** Define relevant capability dimensions and subheadings, build a library of capabilities. A further layer enables the capture of rich details of actual staff capability for verification.

✓ **Capability Requirement Profiles** Using the framework headings and subheadings build role specific requirement profiles. Supports multiple versions per role.

✓ **Internal CV** Using the same data structure capture rich details of each staff member's actual capabilities. Up to 8 configurable fields for each subheading - for example job experience. Matching reports compare Internal CV with any job role requirement profile. The internal CV is updated automatically with completed training.

✓ **Portfolio for practising certification** The system supports all the documentation required for practicing certification renewals - for example job role description, performance and learning goals, competency assessments, development plans and progress. Competency exemplars and reflections on practice can be recorded in the journal and competency self assessments. Staff select what they need and print out or download in pdf format.

✓ **Certification Tracking** Comparison of Capability Requirement profiles and Internal CV enables reporting on expiring and required certifications. The automated notification system can be set up to provide reminder emails and SMS messages for affected individuals.

✓ **Capability Gap Analysis** Brings together all streams of information; comparison of individual capability versus requirement, consolidated reports of logged development needs and consolidated competency gap reports for prioritisation of development needs,

✓ **Learning Management** The Individual Development Plan is used to register development needs, identify appropriate development strategies, formal and informal learning resources and enter training course requests and registrations. There is an optional multi level approval process for training, with completion tracking and automated course evaluation forms. Staff and managers use this central module to track individual development progress, time and cost, and evaluate effectiveness.

Management reporting provides on demand consolidated information on all learning activity, progress and effectiveness as well as training registrations and completions.

✓ **Learning Content Management platform** Optional integration with the free Moodle platform. The standard application is configured with the same look and feel. It can be used to maintain listings of approved courses, with training calendar, and to support management of on-line learning materials and activities. From their Individual Development Plan individuals go seamlessly to Moodle to make course requests, register for training, access course information and activities, participate in forums and virtual classrooms, Automatically updates individual development plans.

✓ **Capability Intelligence** On demand information about capabilities, competency levels, gaps, trends. Filter by time period, functional area, organisation and team.

