

# Sage HRMS

## Learning Management for Sage HRMS powered by Cornerstone OnDemand

### *Deliver and Track Relevant Training for Business Impact*

According to the U.S. Department of Labor, 60 percent of all new jobs in the twenty-first century will require skills that only 20 percent of current employees possess. In a marketplace increasingly characterized by shortages of available skilled talent, ensuring that your workforce is ready to meet your business objectives is imperative.

Learning Management for Sage HRMS powered by Cornerstone OnDemand helps you optimize your talent by delivering highly targeted training of any kind—ensuring that learning initiatives are not randomly assigned but that they actively address identified competency and skill gaps and drive organizational productivity.

Today, people are accustomed to accessing meaningful information from a huge array of sources. The reality is that workplace learning happens continuously in lots of different ways. Your employees don't always care what form the learning experience takes. Instead, the idea is to be presented with relevant training and find ways to perform better on the job.

Learning Management for Sage HRMS provides a single point of access to e-learning delivery, instructor-led training (ILT) administration, virtual classroom sessions, social learning, and content management. We've even preintegrated over 30,000 off-the-shelf e-learning titles from 25 leading learning content providers.

We also know that compliance risk is real. Learning Management for Sage HRMS includes tools to manage any kind of one-time or recurring certification or licensing requirements.

Learning Management for Sage HRMS is part of Talent Management for Sage HRMS powered by Cornerstone OnDemand, which is delivered as true multitenant Software-as-a-Service (SaaS).

### **E-Learning Delivery**

A centralized way to access over 30,000 preintegrated e-learning titles addressing compliance requirements, professional development, sales training, management skills, and much more.

- Immediate access to over 30,000 learning titles from leading e-learning providers
- Adherence to SCORM and AICC standards
- Automated workflow, assignment, and tracking capabilities

### **Instructor-Led Training (ILT) Administration**

Tools to manage absolutely everything around the administration of ILT.

- Event, session, and conference planning
- Vendor, instructor, facilities, and equipment management
- Automated registration and roster administration
- Advanced waitlist management and interest tracking

### **CHALLENGES**

- How can I reduce the costs of delivering development programs?
- Is it possible to link training to performance measurement and organizational goals?
- What can be done to improve the reliability of our reporting and analytics for training programs?
- My organization is global and staffed with lots of contingent and remote personnel—how can I improve internal expertise location and networking?
- How do I accommodate the way the new generation of employees expect to learn?
- How do I get and keep the right talent?

The screenshot shows a user profile for Maria Albert on the left and a list of training courses on the right. The courses are listed in a table with columns for Title, Type, and Status.

Title	Type	Status
Advanced Certification for New Hire	Self-paced	Not Started
Advanced Post-Hybrid Practice (Class 11/2017)	Session	Completed
Advanced of Leadership (Class 11/2017)	Session	Not Started
Code of Conduct U.S.	Online Course	Completed
HR Best Practices (Training for Employees) (Session)	Online Course	Completed
Leadership Essentials: Overview & Introduction (Virtual Classroom, Self-Directed)	Online Course	Completed
Leadership Essentials U.S.	Online Course	Completed

## Virtual Classrooms

All the benefits of interactive personalized training without the high cost of travel and associated expenses. Cornerstone has integrated WebEx, Microsoft LiveMeeting, and other providers.

- Seamless launching of virtual session from Cornerstone
- Employee self-registration and automated email reminders

## Learning Content Management System (LCMS)

LCMS capability for authoring, publishing, and deploying media-rich content. With preloaded templates as well as test, assessment, and survey tools, you can design customized, SCORM-conformant courses without any programming knowledge.

- Content authoring and preloaded templates
- Publisher tools to load your own content
- Test and assessment development (with multiple question types, item analysis, automatic scoring, and more)

## Connect Social Networking

Connect offers a complete Enterprise 2.0 platform to drive social learning, professional networking, and meaningful collaboration. Bring the conversations and idea-sharing that your employees are having in external communities under your control.

- Rich user profiles
- Blogs, wikis, and discussions
- Rate and share content

## Compliance Management

Cornerstone reduces risk and administrative costs by automatically tracking one-time or multiyear certification requirements and regulatory requirements.

- Custom, one-time, or ongoing compliance programs (any kind of certification, license, CPE)
- Include complex workflows such as grace periods and variable renewal rules
- Automated reporting and reminders

## FEATURES

- e-Learning Delivery and ILT Administration
- Virtual classroom integration
- Content management (LCMS)
- Social learning through Community Building
- Compliance/certification management
- Seamless integration with other Cornerstone platforms

## BENEFITS

- Increase Return On Employee Investment (ROEI)<sup>TM</sup> by increasing productivity and lowering employee turnover rates
- Deliver targeted training to close skill gaps
- Enable high-impact social learning
- Reduce risk with better compliance management
- Lower administration costs
- SaaS means no software to install or maintain



Use powerful visuals to make sense of training and development data.

## About Sage HRMS

As the longest-running HRMS solutions provider, Sage delivers flexible, scalable, and comprehensive tools to help you automate and improve your business processes and produce the information you need to better manage your workforce. Unlike other systems, the Sage HRMS solution combines low cost, ease of use, and the ability to dynamically share information with executives, managers, and others both inside and outside your organization. Sage HRMS is comprised of HR, payroll, benefits, training, and compliance solutions developed specifically for midsized businesses. Its flexible design provides a comprehensive array of features and the powerful reporting and analysis capabilities needed to efficiently manage your workforce.