



# Blended Learning

Preparing your workforce for change is a challenging, yet critical ingredient of any Workforce Management (WFM) program. WFM programs include operational process changes, new technology and perhaps most importantly, a new way of managing and rewarding your workforce. This requires an effective training program that encompasses the right learning approach and deployment model.

RedPrairie's blended learning approach combines instructor-led training with e-Courses for on-demand, web-based deployment, seamlessly administered through RedPrairie's Learning Manager. These tools serve as the critical components of a comprehensive training program, streamlining the learning process for distributed workforces. They enable businesses to provide personnel with the right knowledge at the right time, while reducing overall operating and training costs.

## Sustain WFM Results

WFM delivers substantial performance improvements in your operations. These improvements are sustained by a robust, on-going blended training program.

## Correlate Training to Performance

Ensure the return on your learning investment is maximized using tools that highlight the training that produces the most positive effect on performance.

## Increase Training Consistency

Training that is deployed across multiple sites using blended methods will deliver more value, while learning administration tools ensure consistency in the training approach.

## Reduce Operating and Training Costs

Minimize support costs, virtually eliminate travel and instructor costs, and prevent regulatory fines related to missing or expired employee certifications.

## Decrease Time to Competence

Quickly implement learning initiatives, improve visibility into organizational readiness, and proactively resolve training issues.

## Increase Employee Productivity

Ensure employees receive all relevant training, guide users step-by-step through training programs, and alert management of above or below average training performance.

## Streamline Training Management

Reduce cost and complexity of maintaining and distributing courseware. Centrally manage and access all training content. Simplify setup, deployment, and reuse of training content.

## Improve Employee Satisfaction

Empower employees with the knowledge they need to perform their jobs well – provide them with greater control over the learning process and immediate feedback on course results.

## Present, Practice, Assess

Online courses provide users with detailed instructions on using the application. Realistic scenarios allow users to practice using RedPrairie applications. Course exams provide a tool for assessing level of understanding of the materials.

Through RedPrairie's Learning Manager and e-Courses, comprehensive capabilities for managing training and delivering online instruction are always available.

## Learning Manager - Administrator

A company's learning administrator uses Learning Manager to manage training with the ability to:

- Prescribe online and instructor-led courses for learners
- Setup and deploy training content, including online courses, videos, training manuals, and virtual training, from a central location
- Define and associate subjects with exam questions and track training results by subject area; understand subject competency levels and pinpoint areas where additional training is needed
- Define and centrally manage certifications; easily track workforce knowledge and the number of employees holding specific certifications
- Receive alerts when employees fail exams and when certification expirations are approaching

## Learning Manager – Trainer

The Learning Manager - Trainer serves as the employee's central point of reference for all training and enables them to:

- View training schedules, including self-enrolled events and those scheduled by managers
- Enroll in a course

- Launch a self-paced course and complete lessons in a defined order
- View instructor-led course details, including descriptions, dates, times, locations, and supplementary materials
- Take online exams for instructor-led courses
- View transcripts of completed courses and results, as well as certifications held and their expiration dates
- Receive alerts when a course is scheduled or cancelled and when course dates and times change
- Receive alerts when employees fail exams and when certification expirations are approaching

## Learning Manager - Reporter

Learning Manager - Reporter provides a variety of reports to help managers and administrators track training events and employee results. Key reports include:

- Course calendar
- Subject area proficiency
- Exam results
- Certifications held by employees
- Student transcript
- Course enrollment

## RedPrairie e-Courses

RedPrairie e-Courses provide comprehensive just-in-time instruction on RedPrairie applications through self-guided online training courses. They enable you to deploy RedPrairie solutions faster and serve as an ongoing reference tool for site personnel. Use the e-Courses Authoring Tool to create, edit, and maintain e-Courses content.

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## About RedPrairie

RedPrairie delivers productivity solutions to help companies around the world in three categories—inventory, transportation and workforce. RedPrairie provides these solutions to manufacturers, distributors and retailers looking to reduce cost, increase sales and create competitive advantage.

With over 20 global offices providing services to over 40,000 sites in 50 countries, companies trust RedPrairie inventory, workforce and transportation solutions to deliver an immediate increase in productivity—with the flexibility to adapt as business needs change.

At RedPrairie, we understand today's operational demands and we're committed to delivering solutions that work. We're committed to delivering solutions for the real world.