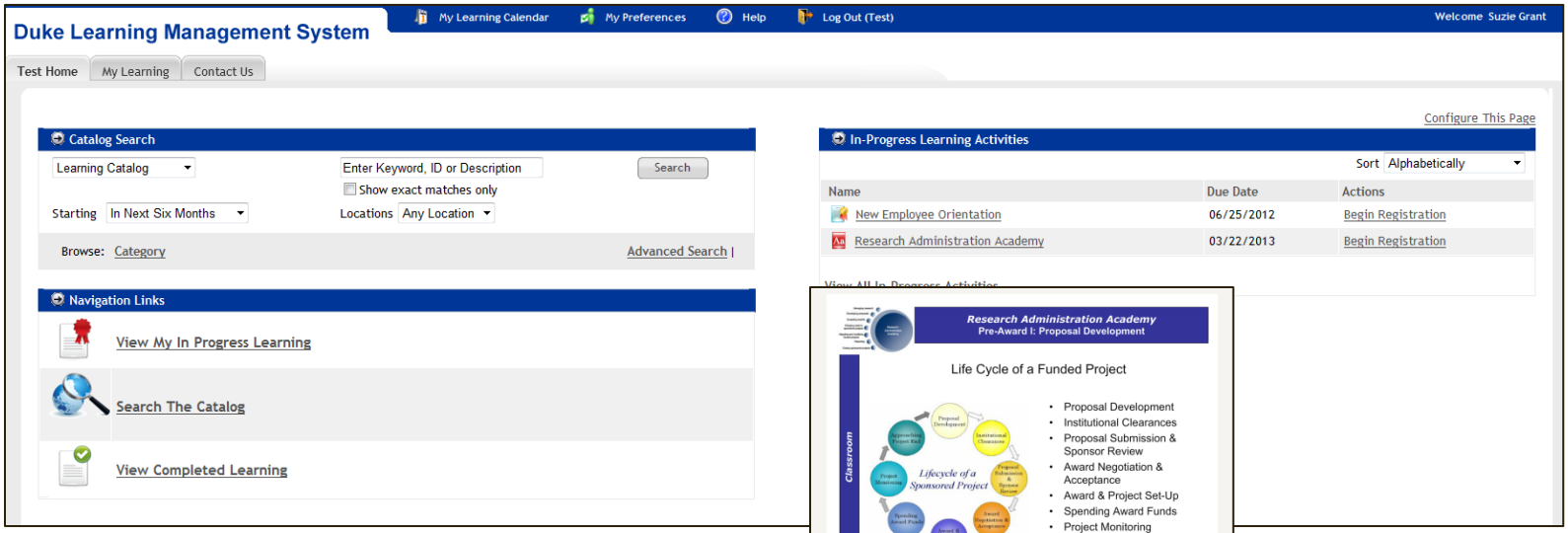
The Duke LMS

Employees Want to Learn Too!

What Is An LMS?

Employees use the Learning Management System (LMS) to:

- Determine learning needs
- Register for learning
- Launch online content
- View and maintain a transcript



The LMS Is Coming to the University!

As of September 2012, all University and Health System employees have access to the Duke Learning Management System (LMS).

Sakai Vs. Saba

The Saba LMS is intended to provide a tool for **improving employee performance** and managing employee training.

	Sakai	Saba
Audience	Students – Can be open to the public	Employees only. Others require special access.
Career Development	No	Competencies to be targeted to help employees manage their performance and career. Training can be automatically assigned by job characteristics based on HR data. Managers can monitor and assign learning for employees.
Manage and track retraining and recertification needs	No	Yes. Learners and management receive automatic notifications about expiring and outstanding required training. Can track CEUs.
Auditable records that meet regulatory requirements	No	Yes

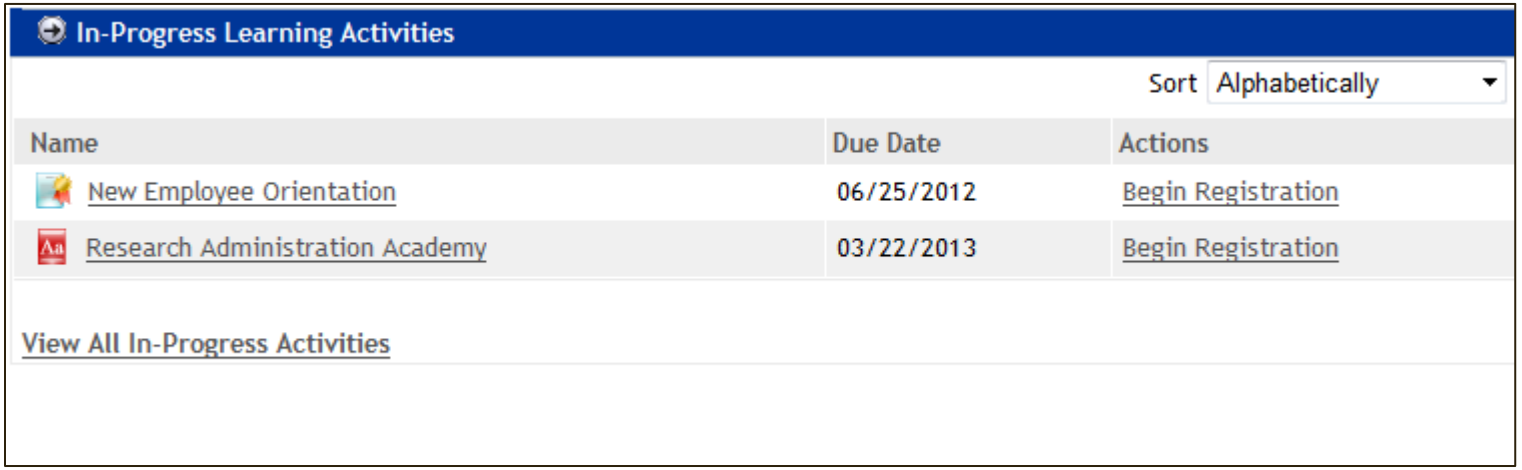
Sakai Vs. Saba

Both perform LMS functions. The size of the content doesn't matter.

	Sakai	Saba
Access to Create Courses	Open	Closed – Only LMS Administrators have access to create and maintain courses.
Content Types and Flexibility	Yes. Sakai accepts all kinds of content.	Yes. Saba accepts all kinds of content from rich media to text documents. Length or type is not a differentiator.
Collaboration	Yes, flexible. Synchronous collaboration and communciation	No.
Assessment	Yes. Includes a rich assessment authoring environment.	Yes. Includes an authoring tool and allows for use of other SCORM compliant authoring tools.
Accessibility	Yes.	Yes, however content accessibility depends on the authoring tool.

Benefits of the LMS

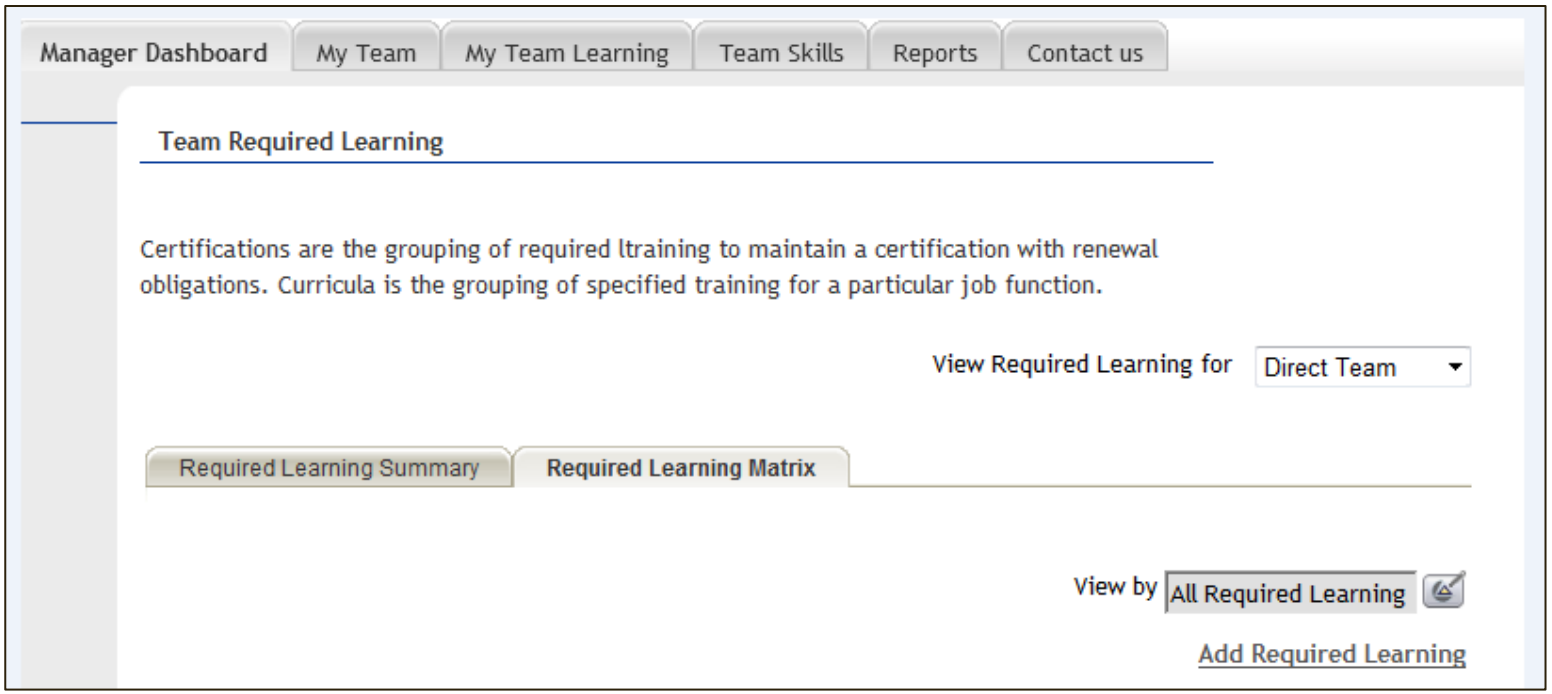
The LMS allows Duke to manage required training. Learning can be automatically assigned to groups of employees.



Yes, the OESO training is being migrated to the Saba LMS!

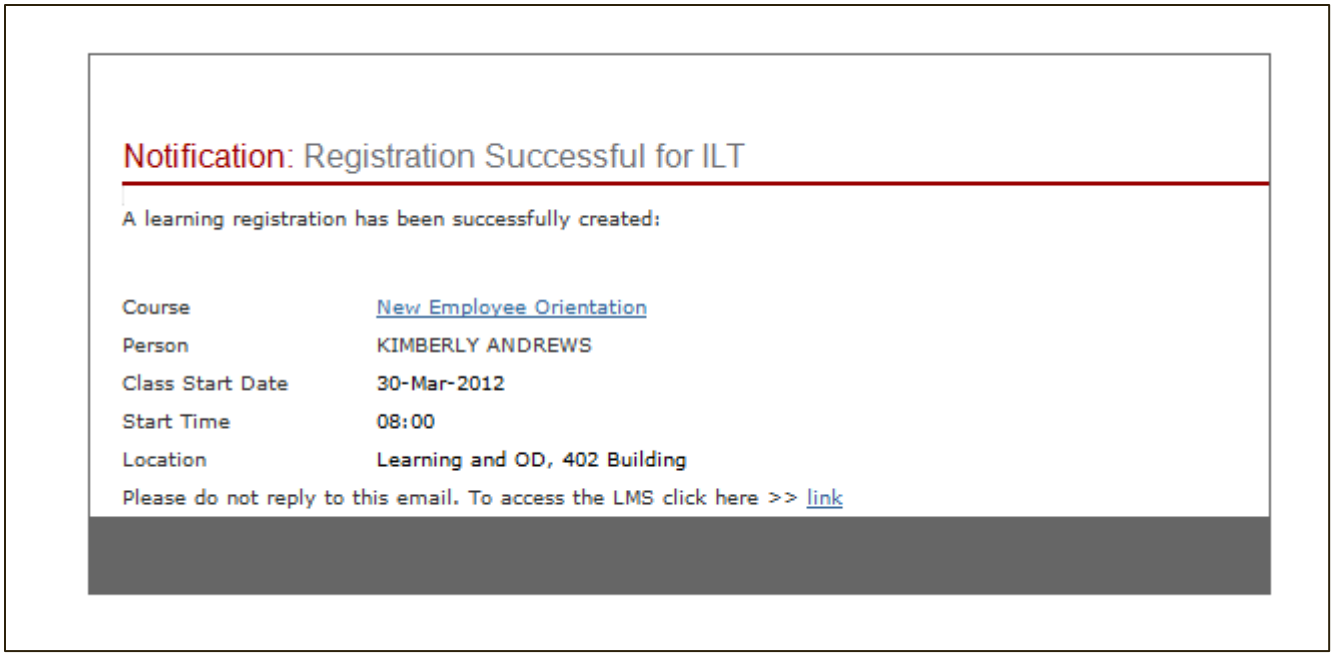
Benefits of the LMS

Managers can view, assign and manage learning for their employees.



Benefits of the LMS

Employees and managers receive automatic e-mail notifications.



Notification: Registration Successful for ILT

A learning registration has been successfully created:

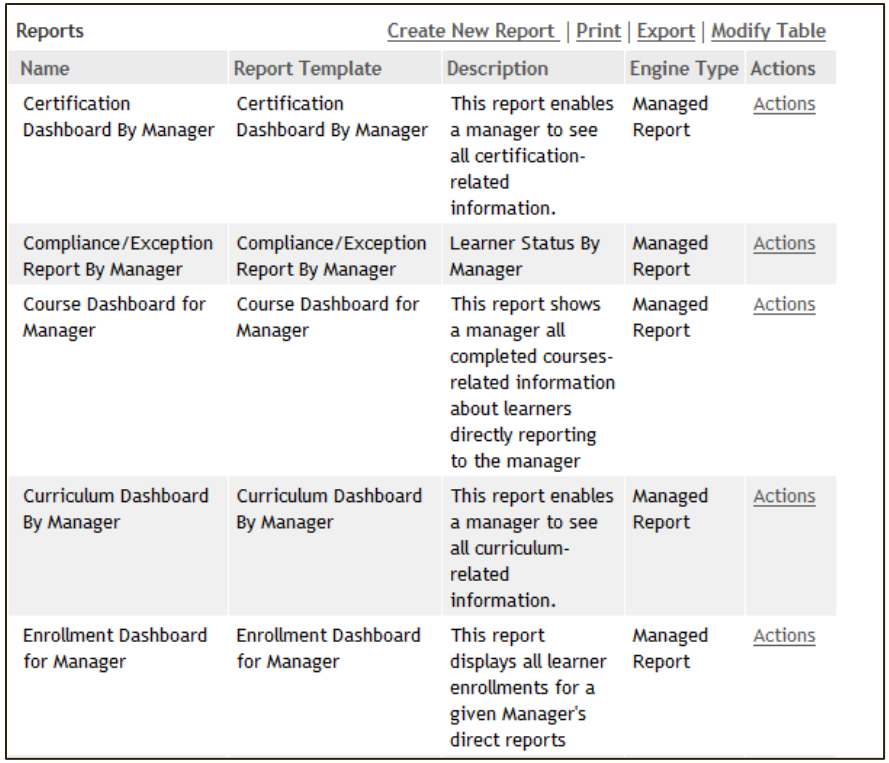
Course	New Employee Orientation
Person	KIMBERLY ANDREWS
Class Start Date	30-Mar-2012
Start Time	08:00
Location	Learning and OD, 402 Building

Please do not reply to this email. To access the LMS click here >> link

Employees and managers are reminded of required training that needs to be completed.

Benefits of the LMS

Managers and employees can view reports on individual and group employee training.



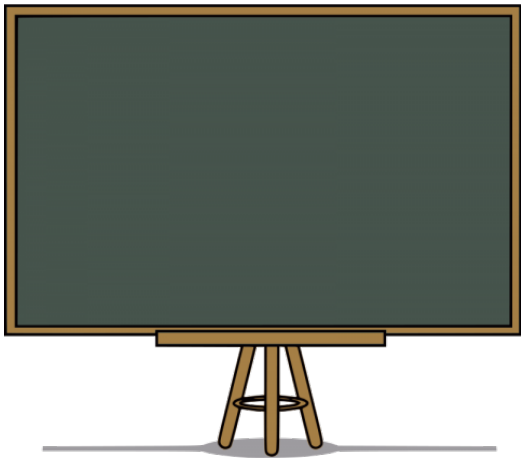
Reports — Create New Report | Print | Export | Modify Table

Name	Report Template	Description	Engine Type	Actions
Certification Dashboard By Manager	Certification Dashboard By Manager	This report enables a manager to see all certification-related information.	Managed Report	Actions
Compliance/Exception Report By Manager	Compliance/Exception Report By Manager	Learner Status By Manager	Managed Report	Actions
Course Dashboard for Manager	Course Dashboard for Manager	This report shows a manager all completed courses-related information about learners directly reporting to the manager	Managed Report	Actions
Curriculum Dashboard By Manager	Curriculum Dashboard By Manager	This report enables a manager to see all curriculum-related information.	Managed Report	Actions
Enrollment Dashboard for Manager	Enrollment Dashboard for Manager	This report displays all learner enrollments for a given Manager's direct reports	Managed Report	Actions

Benefits of the LMS

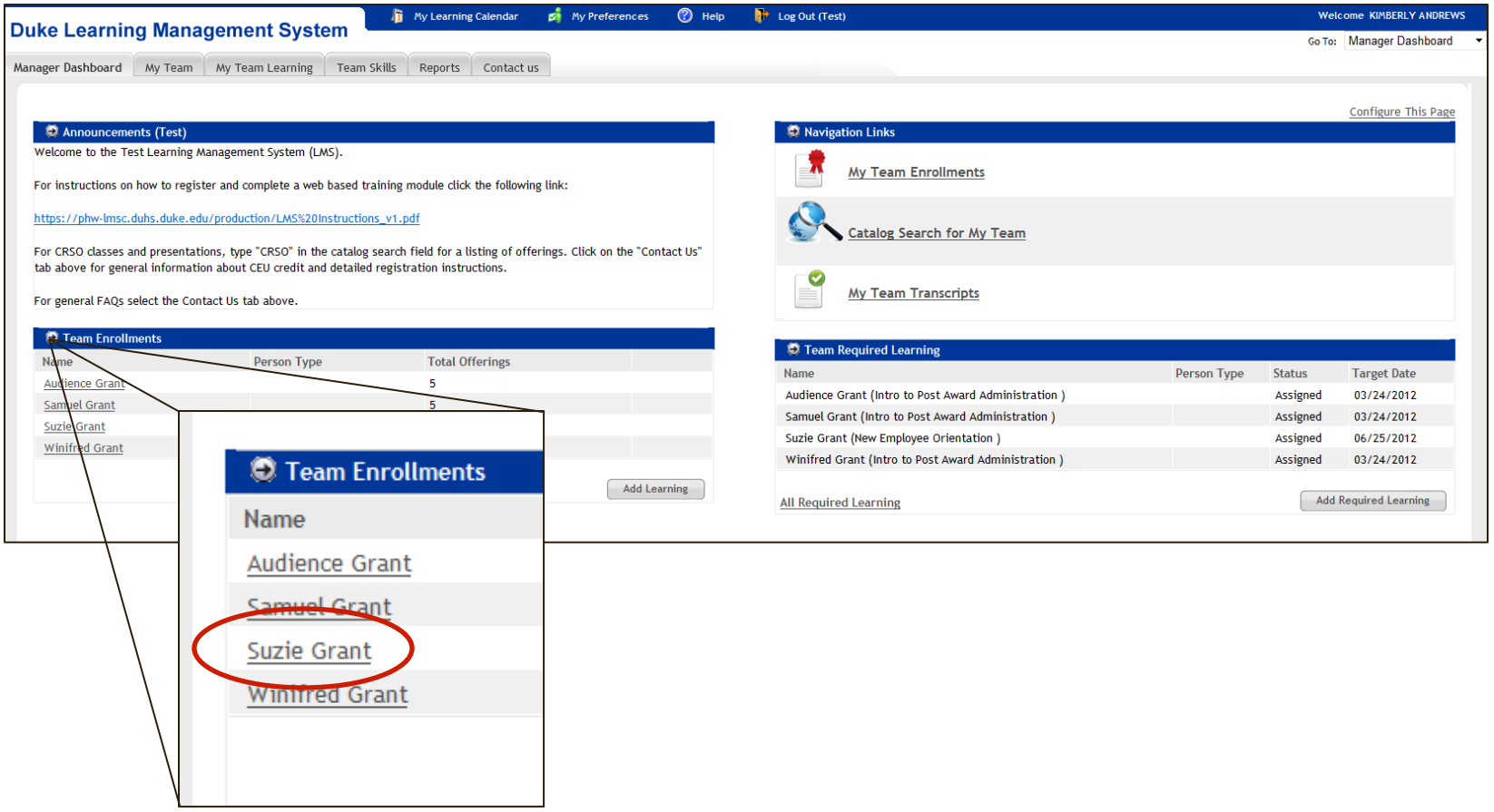
The training community can:

- Plan for training needs
- Share resources
- Track and report on training
- Lower the costs of providing training



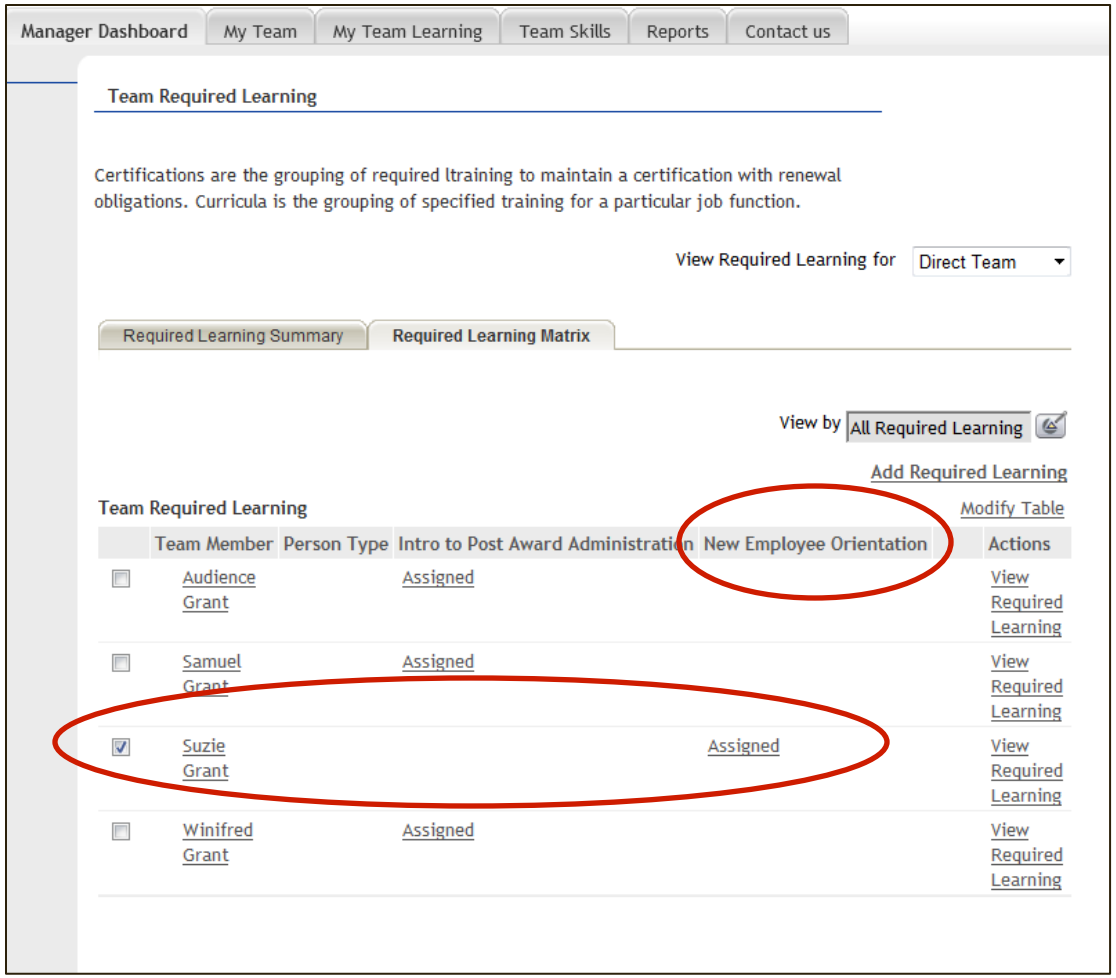
Example

Kimberly is a manager who has a new hire. Kimberly logs into the Duke LMS and finds that the new employee is listed on the Manager's Dashboard.



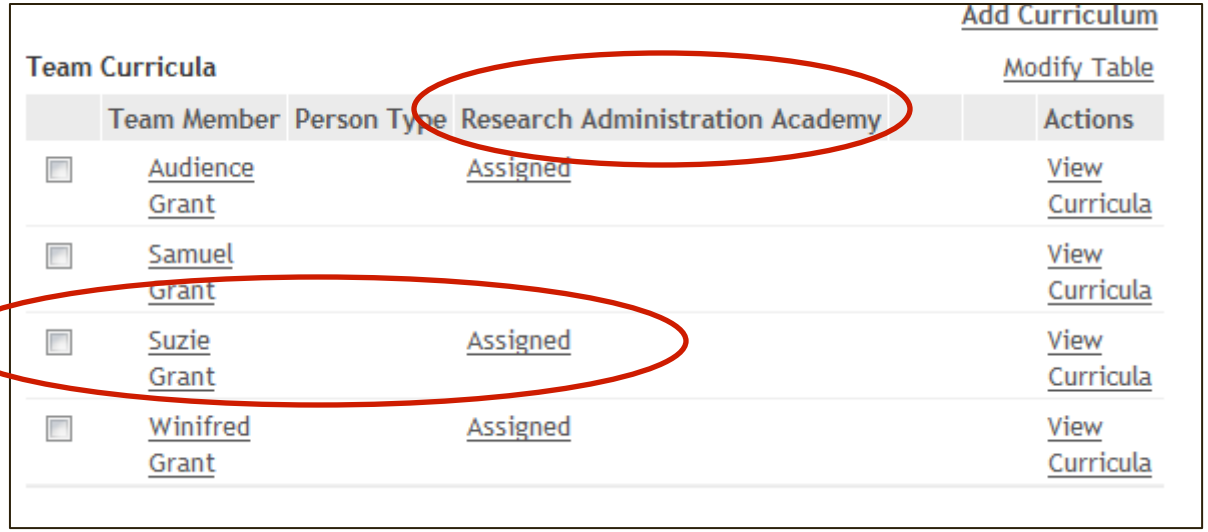
Manager Assigned Training

Kimberly, the manager, assigns training to Suzie, the new employee.



Training Assigned by Job

Based on Suzie's job code of 2647, the Duke LMS automatically assigns the Research Administration Academy curriculum to Suzie.



Add Curriculum

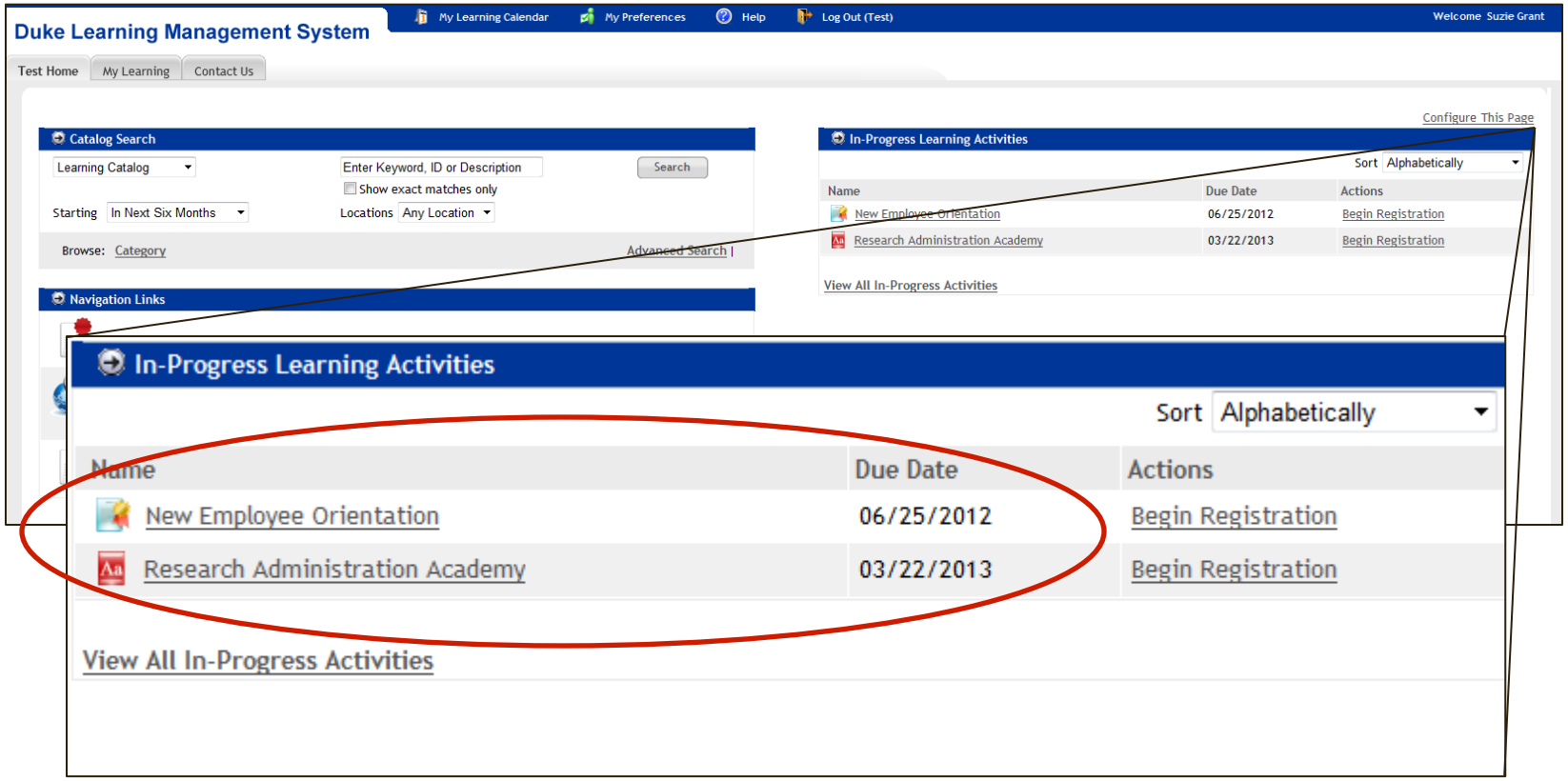
Team Curricula

Modify Table

	Team Member	Person Type	Research Administration Academy		Actions
☐	Audience Grant		Assigned		View Curricula
☐	Samuel Grant				View Curricula
☐	Suzie Grant		Assigned		View Curricula
☐	Winifred Grant		Assigned		View Curricula

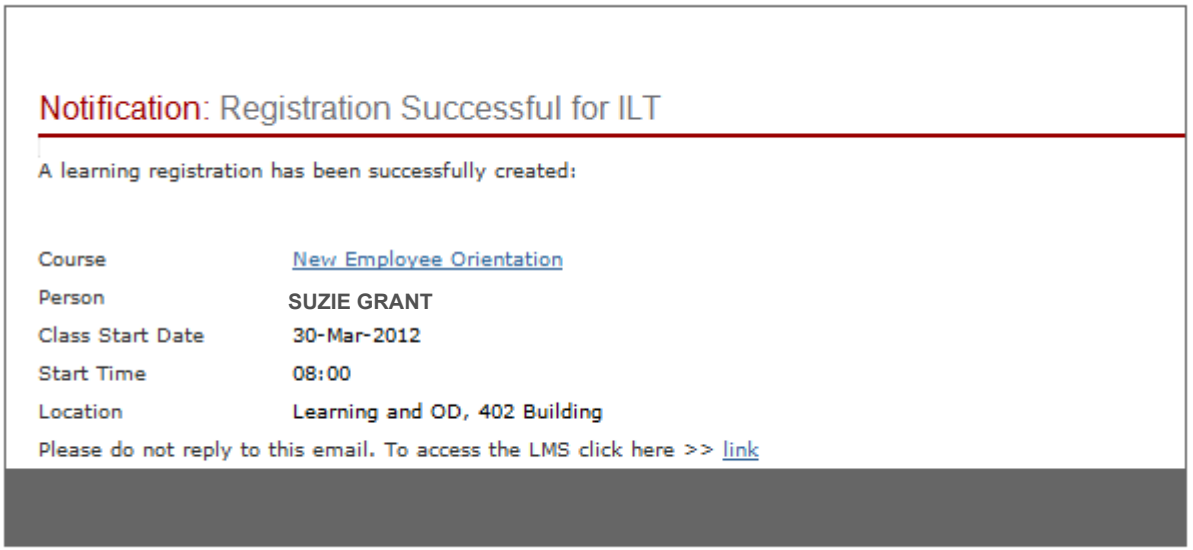
Suzie Starts Work

Suzie logs into the Duke LMS and discovers that her training has already been assigned to her. She can see the due dates and continues the registration to select a date.



E-Mail Notifications

Suzie receives an e-mail notification indicating that she is registered for a class. The Duke LMS provides automated e-mail notifications for certain actions such as successful registration and upcoming deadlines for training.



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Person	SUZIE GRANT
Class Start Date	30-Mar-2012
Start Time	08:00
Location	Learning and OD, 402 Building

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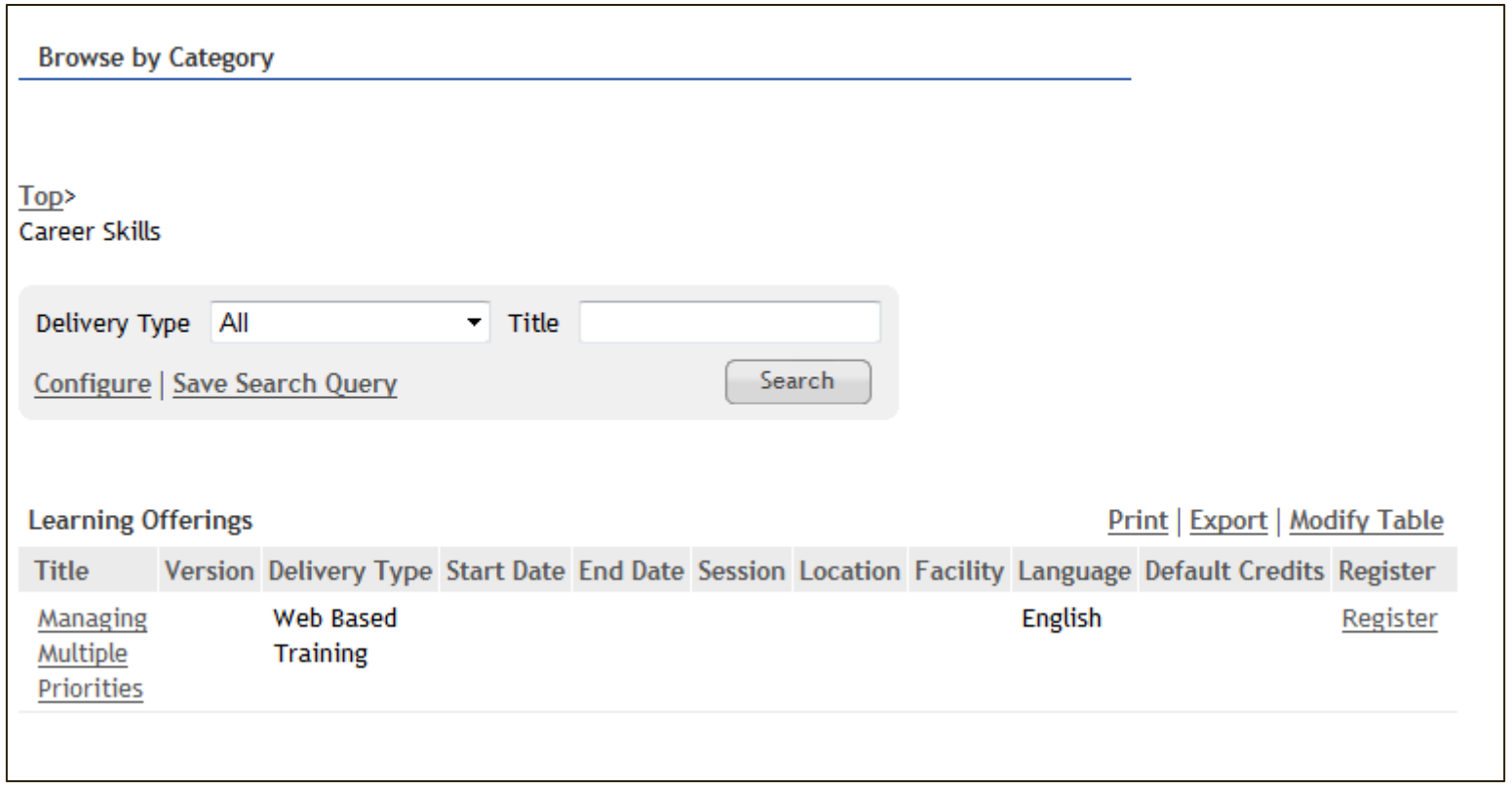
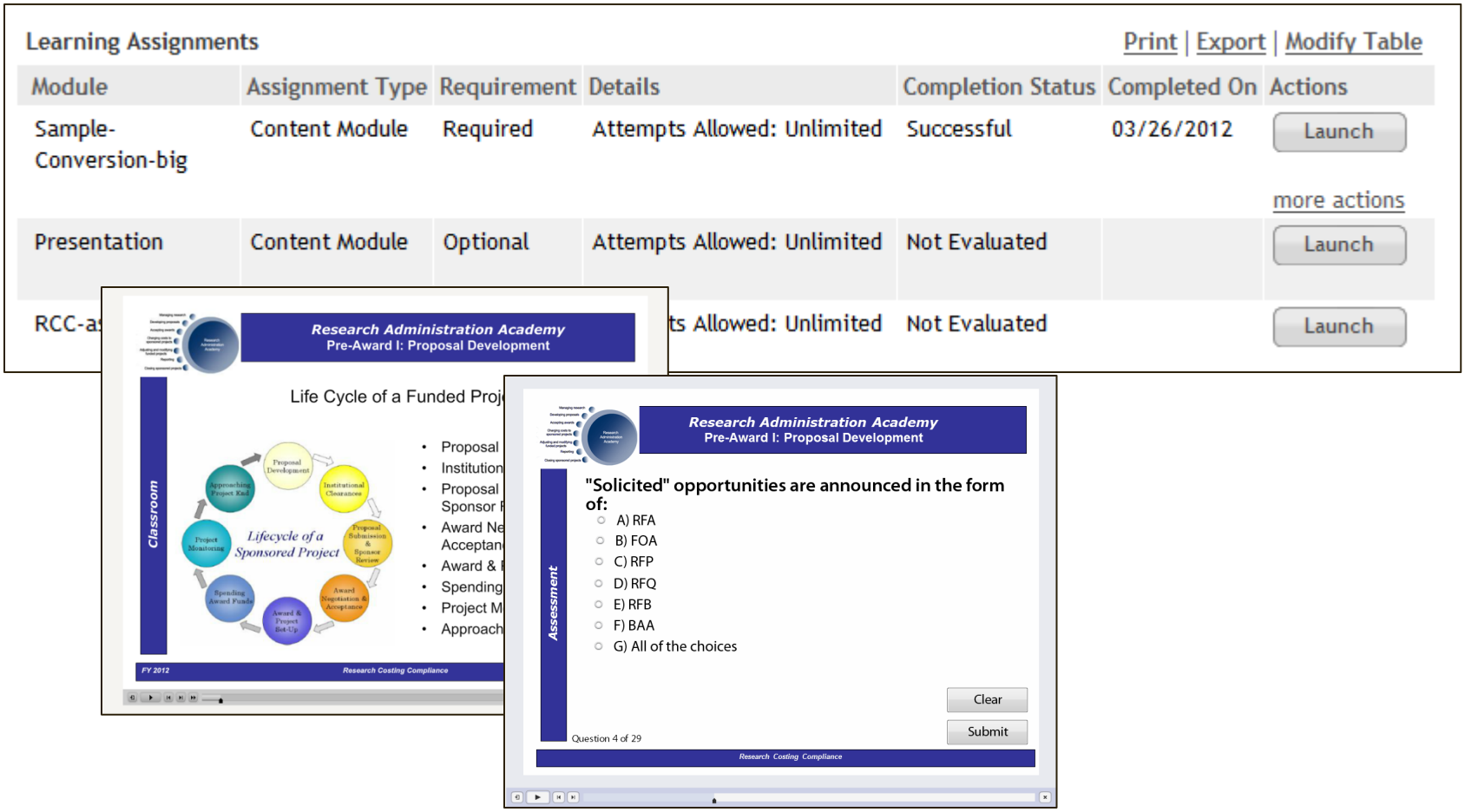
Catalog of Training

Six months later…Suzie determines that she needs help managing the multiple priorities of her job. She searches the catalog to find and register for a class.



Content

Suzie can launch online classes, assignments, and assessments directly from the Duke LMS.



Content

The Duke LMS can deliver content using instructor-led, web-based, synchronous, asynchronous, and blended delivery methods…

The Duke LMS is just the movie theater in which your content is shown. Content such as:

- Interactive Modules
- Assessments
- Quizzes
- Videos
- Job Aids
- Maps or Images
- Outlines or Documents, etc.

Content

The content can be created using other software tools, such as:

- Microsoft Word
- Microsoft PowerPoint
- Adobe pdf
- Adobe Captivate
- Flash
- Camtasia
- HTML
- Others…

Training Transcript

Suzie can view all her completed training. She can print this list as well!

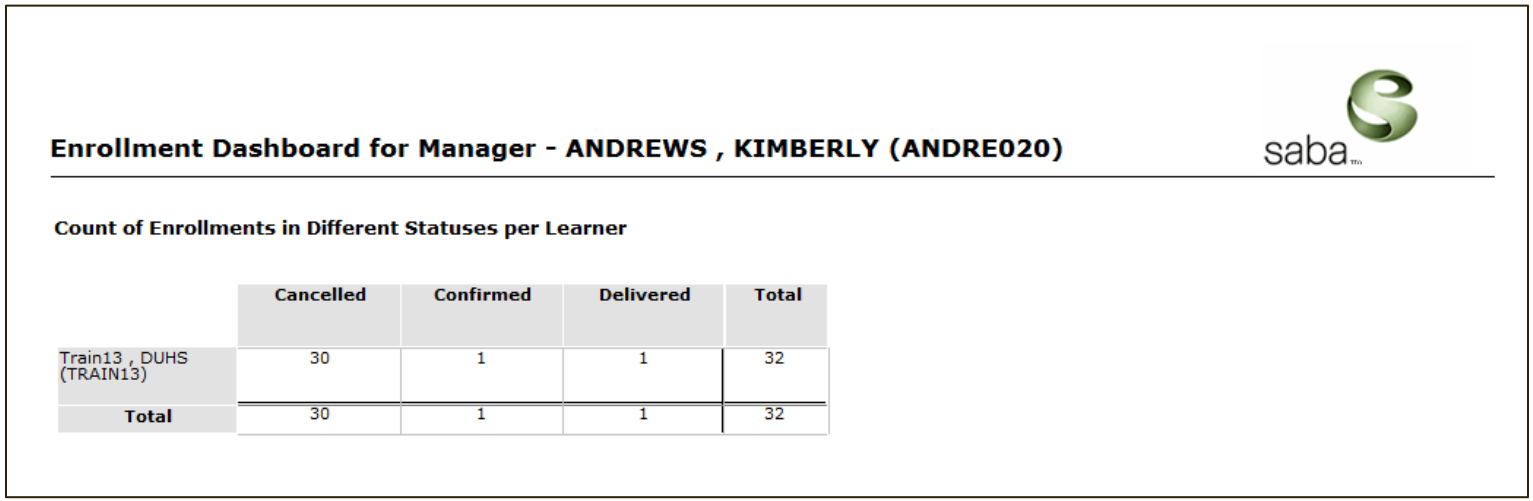
Completed Courses

Add Completed Courses | Print | Export | Modify Table

Title	Version	Delivery Type	Registration Date	Completion Status	Date Marked Complete	Marked Complete by	Score	Credits	Actions
DHCH - 5FU in the Home		Web Based Training	02/06/2012	Successful	02/15/2012		90		Actions
Pre-Award Special Topics		Web Based Training	03/21/2012	Successful	03/21/2012		0	2	Actions
Research Administration Academy - Orientation		Web Based Training	03/26/2012	Successful	03/26/2012		0		Actions

Management Reports

Kimberly, Suzie's manager, can view and print a number of different reports to determine if the direct reports have enrolled for specific courses, are compliant with required training, and have completed courses or groups of courses.



Enrollment Dashboard for Manager - ANDREWS , KIMBERLY (ANDRE020)

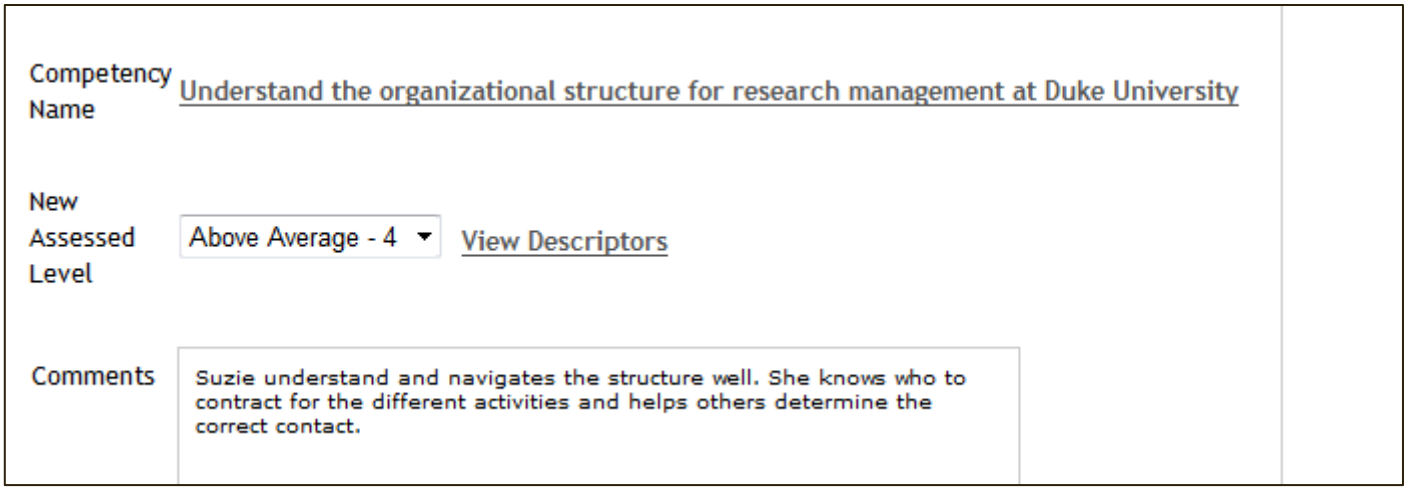
saba

Count of Enrollments in Different Statuses per Learner

	Cancelled	Confirmed	Delivered	Total
Train13 , DUHS (TRAIN13)	30	1	1	32
Total	30	1	1	32

In the Future…

We will be able to use competencies to determine training gaps.



How Can I Deliver Training to Duke Employees Using the LMS?

L&OD can help you:

- Determine the best approach for your content and audience
- Create or convert content
- Deliver content virtually or in a classroom
- Administer the content in the LMS
- Assign training to your employees
- Measure training outcomes
- Provide reports about training

Demonstration

https://vmw-lms3.dheweb.duke.edu/Saba/Web/Main