

## Integrated Web Based

Aspiration  
E-Skills Development

# Learnership and Skills Development

Drive skills acquisition into your organisation

**Capture, organise and categorise your organisational skills in the form of unit standards, outcomes and assessment criteria. Assemble profiles of skills for your jobs or learnerships. Link profiles to employees and manage the assessment process and acquisition of skills.**

It's that simple if you harness the power of the Aspiration E-Skills Development module. For each profile the system has the functionality to add an assessment checklist for each unit standard comprising a set of learning objectives. Employees acquire a fixed number of learning objectives (normally between 50 and 150) when Unit standards are linked to their respective jobs or qualifications

To show progress in skills acquisition, each employee is then assessed against the criteria and the learning objectives are signed off on the software. The number of signed off learning objectives out of the total number of learning objectives represents the progress that the employee is making towards acquiring competence.

The learning objectives are aggregated by region, department section etc. to show progress of sign off at these regional /departmental levels. In other words a particular department in total may have signed off 2000 objectives out of 10000 and is therefore at 20% signed off competence.

### Benefits

- Enables Line Managers to obtain a real time indication of competency acquisition levels in every area of their business, from a departmental level right down to an individual level.
- By monitoring and measuring competence acquisition, organisations are able to effectively identify skill deficiencies that have a direct impact on productivity.
- The transparent measure of competency acquisition and the quantification of progress provides an incentive to management to focus on people development
- The creation of profiles for each employee stimulates self directed learning and encourages greater employee participation and interaction around how work is done.
- As competency acquisition levels are raised in an organisation, so too does the organisational culture change towards greater accountability for HR by Line and a movement towards a self management culture

The organization is now able to set targets for skills acquisition and to monitor progress by region, department right down to individual employees. The module is used in conjunction with the Aspiration skills acquisition process which is a proven strategy for delivering organizational improvement through skills acquisition



### Key Features

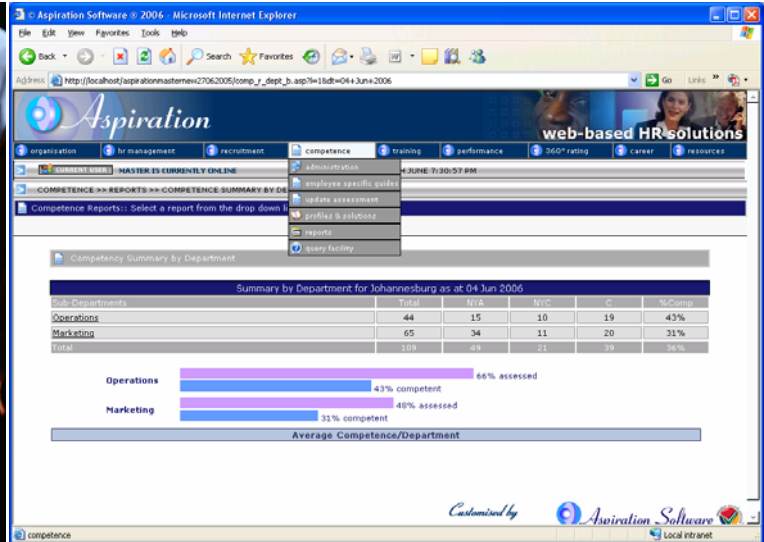
- Simplified construction of unit standards.
- Linkage of relevant learning solutions to specific units or outcomes.
- Easy access to competency profile summaries and resource details.
- Easy online competency reports through all organisational levels to detailed individual breakdown.
- Graphs to simplify visual interpretation of reports Detailed Reports and Graphs with a drill down reporting capability to individual employees.

### Benefits For HR

- Manage and maintain skills profiles
- Drive management accountability for development
- Match organisational skills to key business focus areas
- Provides information on skills gaps and aids the planning of training

**“Thanks guys, shows what in increased focus on Aspiration Competency Acquisition can deliver!”**

Trevor Gray – Plant Manager Dar es Salaam Tanzania Breweries Limited on being congratulated on winning the SABMiller Africa & Asia Brewery of the year award 2005



## TECHNICAL SPECIFICATIONS



### New Directions in HR Technology

Aspiration has been able to provide some of South Africa's leading companies with effective web based HR software tools

Other Modules available from Aspiration include

- E-Performance Management
- E-360 Appraisal
- E-Succession & Retention
- E-Training Administration
- E-Learning Resources
- E-Recruitment
- E-Salary Review
- E-Employment Equity
- E-Leave
- E-Discipline

Any two or more of these modules can be combined into a single seamless offering at any stage

Aspiration offers the choice of Intranet or Internet installations

Aspiration is a Registered Training Provider with the ETDP SETA



Aspiration is a Proudly South African Company



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The application software code is written in ASP (Active Server Pages), JavaScript and VBScript.

The database engine used is Microsoft SQL Server 7 or later.

The Aspiration Software runs on a centralised server connected to the client's network (or Intranet), and will be located on the client's premises, or for the Internet option, at an agreed Internet Service Provider.

For the client side hosting option the following Microsoft software products and components are required:

- Microsoft - Windows NT Server 4.0 (or later) or SBS 2003
- Microsoft SQL Server 7 or later

For the Internet Service Provider option an Internet connection is the only requirement

The software is configured for Internet Explorer 5.5 (or later). The system is a web based application.

Aspiration provides the option of automatic employee downloads from existing payroll, HR or ERP Systems e.g. SAP & PeopleSoft



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