

Employee Skills and Training Management Solution

A customized Employee Skills and Training Management Solution (**ESTMS**) that allow Human Resources to monitor; track and schedule activities related their employee's skill sets. The application will allow the employee to view their personal skill levels and provides guidance on how to advance to the next level in their career. HR will be able to schedule activities (trainings), receive authorized training nominations from employees and / or their managers while also keeping a track of organization wise skill levels while gauging future training requirements.

The Challenge

A multi national Oil and Gas Exploration and Production firm would like to have a centralized tracking mechanism for all their employee's skills levels and completed trainings. The organization has several trainings which are compulsory for each employee level. Some training may need to renewed through a refresher after a selected time period. The application must prepare a calendar of scheduled trainings for each user, based on whether the training is relevant to their employee level or department. The Employee should be able to view their training history and also be able to see which trainings will be required to advance to the next level. Employees and their immediate supervisors can nominate them to attend scheduled trainings. The application was required to assist the organization HR department track employee skill levels and will be used by the in house health and safety department to ensure all employees have the proper accreditation, trainings and refreshers.

The application was requested by the HR and Accounts department as previously people would come and inform them, "We attended this training, here is my bill". Training records were maintained manually and there was no reporting capability.

How Creative Chaos Helped

Requirements presented were based on past working practices and came from multiple contact points with the client. Creative Chaos (Pvt.) Limited decided to use a rolling development model (SCRUM) to ensure the application was developed in time and on budget. The rolling model allowed the client to view the application development through the entire phase and would be sent a working update on a regular basis. This allowed Creative Chaos to ensure the final product met unique customer requirements and expectations.

The application was designed to work with existing capabilities and used an enterprise ERP solution to pull employee information. Deployed online, it used existing exchange information for employee detail verification. Developed on the .Net platform and using Crystal Reports, the application was developed to integrated seamlessly with the client's existing environment.

A training can contain multiple sessions and can be limited by department, employee grade levels and / or pre required trainings. Employees are notified about expiring trainings and can view compulsory and recommended trainings for them selves. Employees nominating themselves for a particular training will require approval from their immediate supervisor. The final training list is prepared by the training administrator. The application will also record attendance and completion status for each training.

ESTMS enabled our client to view cross organization skill levels and trainings activity. This allows for more targeted and intelligent training scheduling while providing the employee with an excellent tool to track improvement in skill levels.



Creative Chaos (Pvt.) Ltd. specializes in providing customized technology solutions. Our eclectic client base spans a number of industry verticals across the globe, a distinction that places us amongst the leading technology players in Pakistan.