absorb

E-learning
PROGRAM
INFORMATION

Information regarding POOL/PACT's new learning management system, Absorb, plus why e-learning is so important to your organization

WELCOME TO
THE FUTURE OF LEARNING

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ABOUT

A growing number of employers are turning to online employee training for a hands-on, interactive self-guided way for employees to learn. More economical in both time and money than conventional training, this form of training has become more and more popular as Internet technology has improved and Web access has become near ubiquitous.

The Association for Talent and Development (ATD) estimates that nearly one-third of learning content made available is in the form of E-learning.

The advantages to web-based training are numerous. E-learning allows employees to learn at their own pace and at a time that is convenient for them. No matter what shift an employee works, E-learning is always available anywhere there is an internet connection. This availability makes these programs effective for training across multiple locations.

No Cost to You

As a POOL/PACT member, you have full access to our ever-evolving learning management program, which includes access to our new learning management system, called Absorb

Learning, Done Right

Flexible, powerful and user-friendly, our program has all the features to make training for your organization a success, including an LMS, courses, and unparalelled support

Why Choose Us?

Learning management systems, or LMS's for short, can cost tens of thousands of dollars per year. In the public-agency world of ever-shrinking budgets, we've got you covered for compliance training.

☑ Your employees are the driving force behind your organization. Help them achieve their best.

☑ Elevate learning and development through a unique combination of forward-looking technology

☑ Keep them engaged, informed, and compliant to your requirements and goals.

☑ Train and encourage employees, on-board staff and your employees to be their best at work.

You Need an LMS

You need a learning management system (LMS). You've done your research, Perhaps you have used an LMS before. Either way, you know it will deliver the productivity gains, learner skills, and employee engagement needed for an effective and compliant organization.

We're Here to Help

Join a growing community of Nevada agencies who are building learning cultures within their organizations and driving tangible results. Thrive under our vertical-spanning expertise and proven ability to scale right alongside you. Whether you have eight employees or 1500, our learning solutions are right for you.

HR and E-learning

E-learning compliments POOL/PACT's HR consulting and in-person training program to provide a well-rounded blended learning solution.
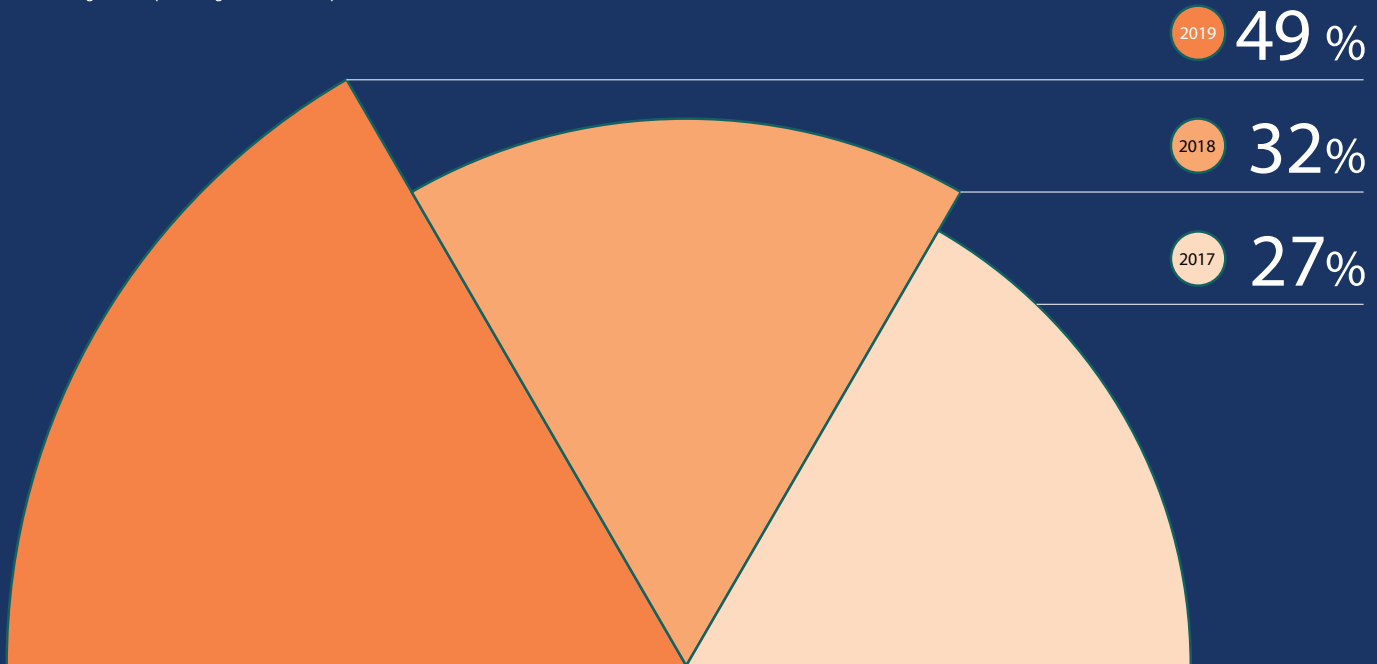
3 WAYS THE L&D FUNCTION IS EVOLVING

As workers increasingly demand that education and training be integral to their jobs, the nature of workplace learning and development is changing, and receiving a lot more attention in the boardroom
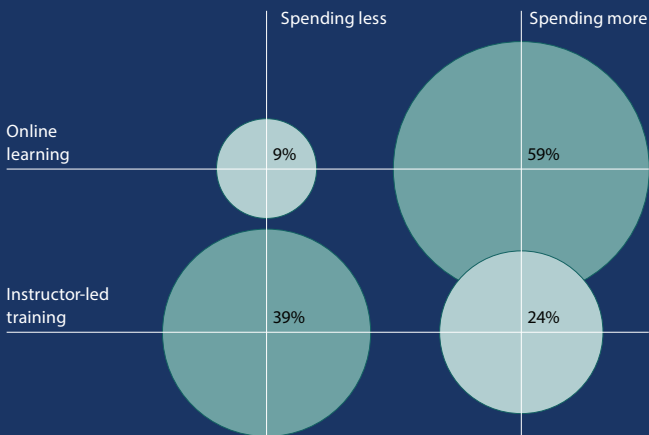
1 BUDGET RESTRAINTS ARE INCREASING

Percentage of government agencies who rated 'limited budget' as a top challenge in their L&D department

2019 **49** %

2018 **32**%
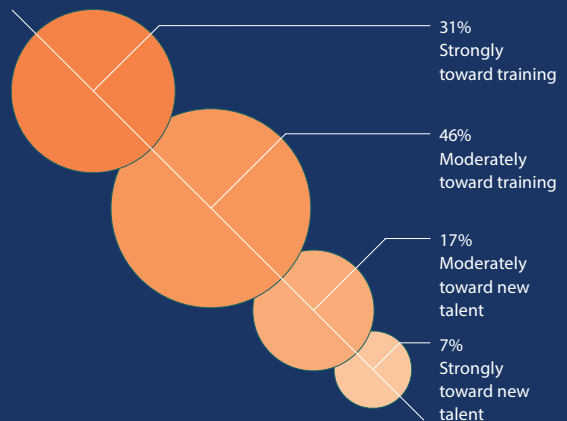
2017 **27**%

2 BUDGETS ARE CHANGING

Percentage of learning managers who say they are spending more or less on the following compared with three years ago

Spending less   Spending more

Online learning   9%   59%

Instructor-led training   39%   24%

3 TRAINING BEATS HIRING

Areas where HR and workplace leaders expect to focus on given the choice between accessing new talent and training existing employees

31% Strongly toward training

46% Moderately toward training

17% Moderately toward new talent

7% Strongly toward new talent

COURSE LIBRARY

POOL/PACT's e-learning program not only includes a full-featured LMS, but also a library of over 60 courses in a variety of topics.

Cyber Security
Don't Get Hacked!

So far this year, the government sector has seen a staggering 32 percent increase in the total number of cyber-attacks in the first quarter of 2019, compared to the same period last year. Even worse, malware attacks have increased by a mind-bending 75 percent since the first quarter of 2019.

Risk Management
Safety in the Workplace

Fatal workplace injuries showed a dramatic uptick in 2016, rising by 7 percent over the number of workplace fatalities tallied in 2015. The fatal injury rate also increased from 3.4 per 100,000 full-time equivalent workers in 2015 to 3.6 in 2016.

Human Resources
Personnel Issues in the Workplace

According to OSHA: About 2 million people each year report some type of workplace violence. It is estimated that 25 percent of workplace violence goes unreported. Bullying, harassment, drug and alcohol issues, and many other topics are covered in our learning library.

Schools
From Science to Misconduct

We have a great selection of school-specific topics in our learning library, including: Teaching Science Safely, Sexual Misconduct, Mandatory Reporting Laws, FERPA, Students in Transition, Aversive Interventions, and many more.

LMS FEATURES

AUTOMATED

Make managing your employees' training streamlined and hands-free with automated tasks. Automatically enroll entire departments in curriculum, use rules to determine what happens after a course is completed, easily set up recurring training that's completely automated.

YOUR CONTENT

Create your own online courses and curriculum. In addition to our vast library of courses, upload your own videos, documents, and more and permission them to be available to only certain departments.

POLICY ROLLOUT

Upload your policies to Absorb as either resources or courses, and permission them to be available to only certain departments and users or all users in your organization. Track who views what, and even quiz them on the contents of the policies.

	Name	Category
☐	Desert Pine County Test Assignment	Risk Manag
☐	Policy Test - Proof of Concept for Absorb	Law
☐	POOL/PACT - Back Safety in the Workplace	
☐	POOL/PACT - Bloodborne Pathogens Awareness	
☐	POOL/PACT - Bullying In The Workplace	
☐	POOL/PACT - Children In Transition	
☐	POOL/PACT - Customer Service in the Public Sector	
☐	POOL/PACT - Cyber Security - Data Security: Malware	
☐	POOL/PACT - Cyber Security - Data Security: Mobile Security and Th	
☐	POOL/PACT - Cyber Security - Data Security: Passwords	
☐	POOL/PACT - Cyber Security - Data Security: Phishing	
☐	POOL/PACT - Cyber Security - Data Security: Ph	
☐	POOL/PACT - Defensive Driving	
☐	POOL/PACT - Due Process	
☐	POOL/PACT - EAP Orienta	
☐	POOL/PACT - Feder	
☐	POOL/PACT	
☐	POOL	

MOBILE FRIENDLY

Mobile ready? Check. Absorb is a fully responsive LMS optimized for your phones and tablets. Or go bigger. The Absorb LMS user experience will now take advantage of all that beautiful real estate on your 27" desktop or your HD boardroom TV.

DELEGATE TASKS

Allow the supervisors of each department within your organization to manage their own employees learning paths. Delegate tasks so each department supervisors is responsible for assigning and tracking the training for their employees while monitoring progress through reports.

ILT SUPPORT

Create Instructor-Led Training courses and either allow users to enroll themselves in a session or you handle the enrollment process. Issue completions for ILT classes and even track when employees are due to retake ILT classes. Use our system to track both online and offline courses.

CONTACT MIKE VAN HOUTEN

📞 + 775 - 885-7475

🌐 elearning@poolpact.com
www.poolpact.com