

The importance of flexibility

Migrating from SAP to Totara to promote self-directed learning

Presented by

Rolf van den Heuvel, Thermo Fisher Scientific

Introduction



- Our mission is to enable our customers to make the world healthier, cleaner and safer
- 70.000 employees worldwide
- 5000 in Electron Microscopy



- Supports 1000 Field Service Engineers
- Electron Microscopy product knowledge and skills
- 4 training locations
- Totara LMS



Migration from SAP to Totara

Our motivation to choose Totara:

- Flexibility to continuously develop our LMS in dynamic business environment
- Future vision: *Transition from a course oriented LMS to a skills oriented LMS*

The image shows a side-by-side comparison of two Learning Management System (LMS) interfaces. On the left is the SAP LMS Learner Portal, and on the right is the Totara LMS Dashboard. A large green arrow points from the SAP interface to the Totara interface, with the text "From January 2018" written inside it.

SAP LMS Learner Portal (Left):

- Header: SAP LMS Learner Portal | Course Developer | Instruction and Tutoring | Course Administration
- Navigation: Training Home, How to use LMS, Support Contacts
- My Learner Account: Training Activities, Course Prebookings, Favorites, Qualifications Profile, Settings
- Course Catalog: Compliance, Employee Development, Leadership / Management, Product Training, Safety
- Course Finder: Search Term, Search Course
- My Trainings: All (22) | Web-Based Training (21) | Static Web-Based Training (1)

Course	Delivery Method	Schedule	Location	Learning Progress	Start
ALL_Service Arc Flash Safety 2016	WBT	Released until Unlimited		Accesses 4 Progress 0%	Start now
ALL_Service Electrical Safety 2016	WBT	Released until Unlimited			
ALL_Service Job Safety Analysis 2016	WBT	Released until Unlimited		Accesses 2 Progress 0% Duration 7 min	Start now
ALL_Service Laser Safety 2016	WBT	Released until Unlimited		Accesses 2 Progress 0% Duration 2 min	Start now
ALL_Service Lockout/Tagout 2016	WBT	Released until Unlimited		Accesses 3 Progress 0% Duration 2 min	Start now
ALL_Service Radiation Safety 2016	WBT	Released until Unlimited		Accesses 1 Progress 0% Duration 7 min	Start now
TEM Titan BCM Pre-study Module	WBT	Released until Unlimited		Accesses 0 Progress 0% Duration 0 min	Start now

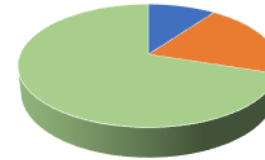
Totara LMS Dashboard (Right):

- Header: EMI-University | Rolf van den Heuvel
- Calendar: May 2016
- Dashboard / Default
- Trainer Tasks: ATTENDANCE, HOW TO ... ?
- Product Groups: TEM, SEM/SDB, LDB, EFA, Service Tooling
- My Learning: Bookings, Record of Learning
- Team: View My Team @ staff

Focus on the goal first

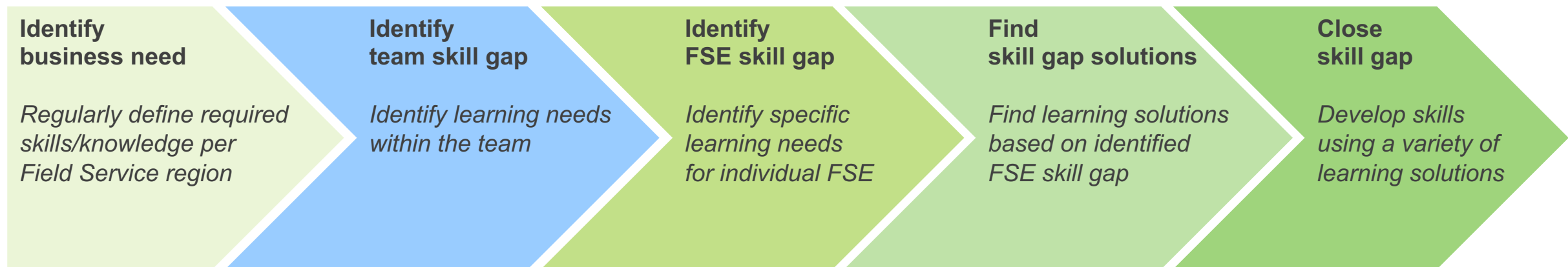
Why?

- LMS mainly shows formal learning; typically only 10-15% of the total learning progress...



- Formal learning
- Informal learning
- OTJ experience

- LMS should show **skill gaps** (the goal) instead of only the **course offering** (the means)



Focus on the goal first

How?

- Best of breed
 - Skills Base – Skill assessment
 - Totara – Skill development
- Standard Totara functionality:
 - Competences
 - Learning plans
- Totara enhancements



EM-University demo

Trainer Tasks

ATTENDANCE HOW TO ... ?

Product Groups

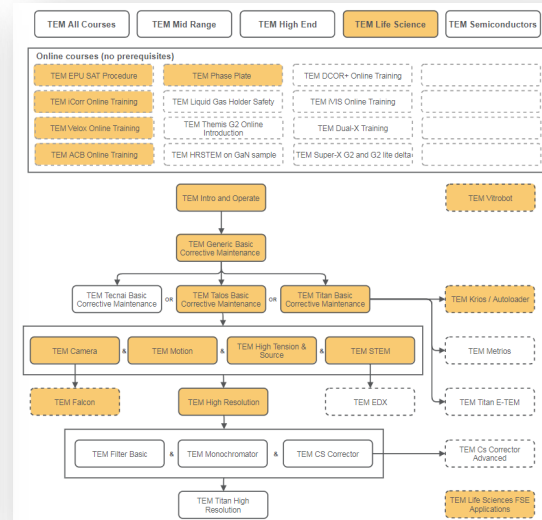
TEM SEM/SDB LDB EFA Service Tooling

My Learning

Bookings
Record of Learning

Team

View My Team (0 staff)



Activities Description Prerequisites Downloads

Activities

This is an overview of all activities in this course. The main component is the **Instructor Led Training** (in short **ILT**), previously referred to as classroom training. If any **pre-work** is defined, it is mandatory to complete this online preparation prior to entering the Instructor Led Training. At the end of each course you will be asked to provide your **feedback**. Please note that this is a mandatory step to receive credit for course completion and to receive a **certificate**.

TEM Introduction and Operate Pre-work

Start

TEM Introduction and Operate ILT

View all events

Start

TEM Introduction and Operate Feedback

Not available unless: The activity **TEM Introduction and Operate ILT** is marked complete.

Start

TEM Introduction and Operate course certificate

Not available unless:

- The activity **TEM Introduction and Operate ILT** is marked complete
- The activity **TEM Introduction and Operate Feedback** is marked complete

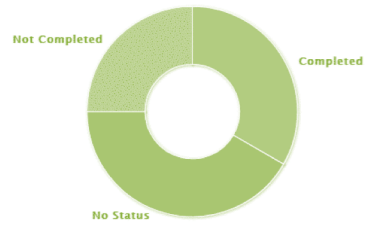
Start

TEM simulator exercises

Start

Future needs

- Visual reporting within Totara, flexible combination of data



- Advanced workflow flexibility, reduce administration



Summary

- Big steps are made when migrating from SAP to Totara
 - Graphical navigation
 - Flexibility
- Totara offers many opportunities for future development of EM-University
- For now, a combination of platforms seems to be the way to move forward
- Challenge: keep it simple, move towards single platform experience

Questions?

rolf.van.den.heuvel@thermofisher.com