The importance of flexibility

Migrating from SAP to Totara to promote self-directed learning

Presented by
Rolf van den Heuvel, Thermo Fisher Scientific

Introduction

ThermoFisher SCIENTIFIC

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

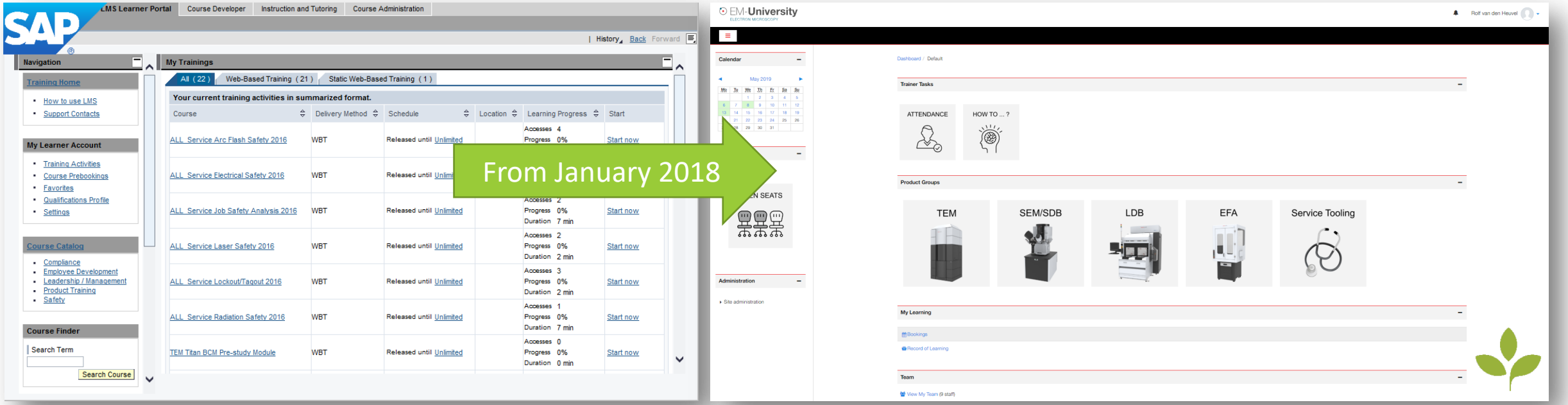
EM-University
ELECTRON MICROSCOPY

- 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:

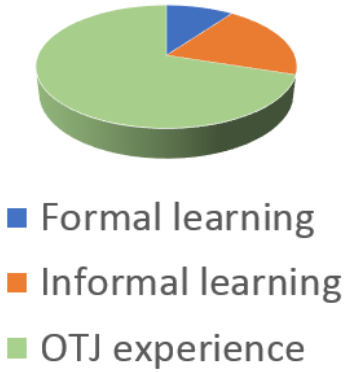
- Flexibility to continuously develop our LMS in dynamic business environment
- Future vision: ***Transition from a course oriented LMS to a skills oriented LMS***



Focus on the goal first

Why?

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



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

Identify business need

Regularly define required skills/knowledge per Field Service region

Identify team skill gap

Identify learning needs within the team

Identify FSE skill gap

Identify specific learning needs for individual FSE

Find skill gap solutions

Find learning solutions based on identified FSE skill gap

Close skill gap

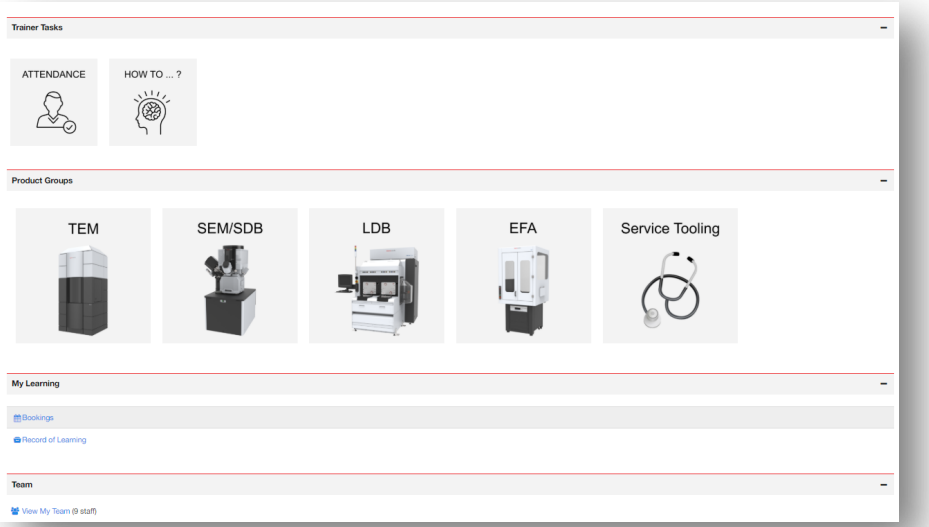
Develop skills using a variety of learning solutions

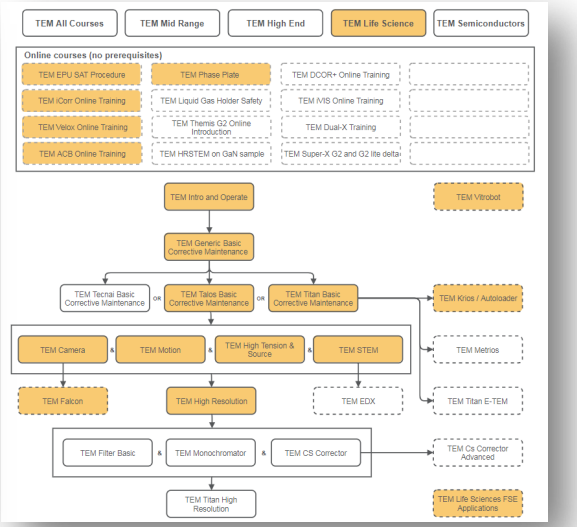
Focus on the goal first

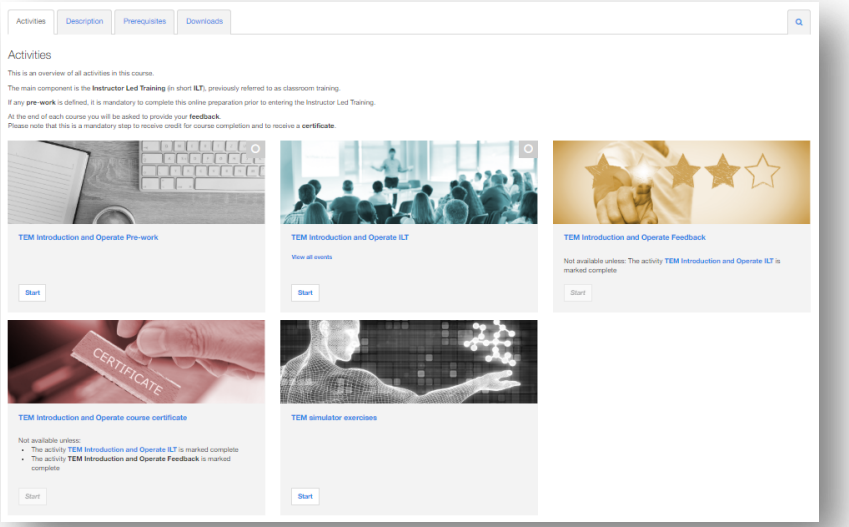
How?

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

EM-University demo

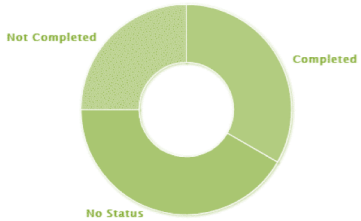


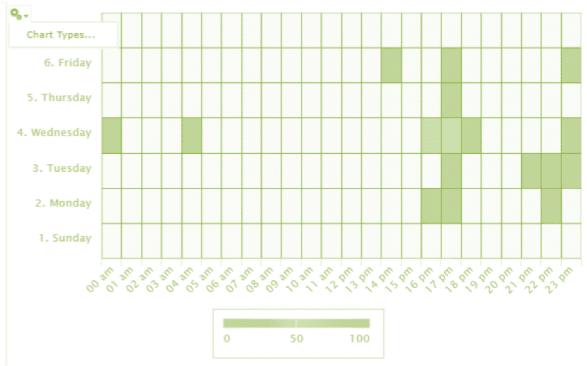




Future needs

- 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