



Targeted and Measured Digital Learning on Demand

According to a report by the Work Institute that analysed 34,000 exit interviews, **over 75% of employees leaving their jobs could have been prevented by their employer.**¹

These were the **top five reasons** employees gave for leaving:

- ▶ **22%** Career development
- ▶ **12%** Work-life balance
- ▶ **11%** Management behaviour
- ▶ **9%** Compensation and benefits
- ▶ **9%** Well-being



Given the skills shortages we're experiencing in the UK, and the soaring cost of recruitment, retaining good people is more critical than ever.

By focusing on training and development to upskill employees, you can increase retention and encourage promotion from within.



Your employees want to learn

74% of 10,000 employees surveyed by PwC are **ready to learn a new skill or completely retrain to keep themselves employable** – and see it as their personal responsibility, not their employers, to keep their skills updated.²

65% think technology will improve their job prospects in the future.²

Given this willingness to learn, it's surprising how few companies have the tools in place:

68% of workers say training and development is the most important workplace policy.³

9 in 10 employees want their company to offer more learning opportunities.⁴

The challenges for HR

With limited resources, HR departments are increasingly having to achieve a lot with very little. **These are just some of their challenges.**



Learning processes need to be connected to a single platform to manage employee training and development.



Learners need a self-service learning system to take ownership of their development.



The business risk from knowledge gaps should be highlighted.



Automated learning still needs to retain the personal element.



The business must ensure training is delivered to meet compliance.



Knowledge usage must be monitored and measured.



What is LearningPoint 365?

LearningPoint 365 is a modern Learning Management System (LMS) with a user-friendly interface that guides learners through their development pathway.

It utilises the wider Office 365 solution-set to link learning to business objectives and deliver real-time predictive analysis and competency statuses.

- ▶ A single consolidated view of learning that manages employee training and development across every division.
- ▶ User single sign-on and off for training.
- ▶ Personalisation to promote a positive user experience.
- ▶ Mobile functionality that increases adoption and engagement rates.

Overcome HR challenges

What LearningPoint 365 gives HR is real-time measurement, reporting and performance tracking linked to business objectives, helping them:

Enable employees to meet KPIs by understanding the value to themselves and the business



Ensure compliance using tracking for specific training such as GDPR requirements



- ✔ Track each employee's learning path and performance
- ✔ Measure learning appliance to gain insight and escalate risk
- ✔ Monitor learner experience to ensure relevance
- ✔ Create your own and/or import external learning content
- ✔ Attract and retain talent with ongoing development plans

PointSolutions have provided us with a personal service and a supportive partner approach to our recent and ongoing HRIS and LMS projects. Coupled with a technical knowledge base and their level of expertise, they have enabled our team to focus on the practical HR and LMS elements of the project, ensuring GDPR compliance in delivering a solution into our business which is flexible and robust. Through the self-service functionality our employees can connect with the business providing engagement as well as business achieving real-time insight, which we previously did not have... Result !!

Tracy Thornton, HR Director
AESSEAL



Increase employee engagement

With LearningPoint 365, your employees can access:

- ✔ Training and development that's relevant to their role and career progression
- ✔ Content, applications and tools that allow them to upskill
- ✔ Tailored feedback and real-time measurement
- ✔ Role-based learning with clear development roadmaps

I've worked across a number of HR, Talent and Learning Management roles for various large companies. PointSolutions Apps provide a flexible, intuitive user experience that delivers a connected solution – both for the user and the business. Connecting employee learner profiles to business objectives provided a level of insight that I have not experienced with any other system.

Rebecca Fielding, CEO
Gradconsult



If you think LearningPoint 365 could be the right solution for you, book your free demo.



Contact: 0114 321 6104

Sources:
1 Work Institute, 2017 Employee Retention Report
2 PwC, 'Workforce of the future: the competing forces shaping 2030'

3 EdenRed
4 TotalJobs research