

Benefits of e-Learning Management

E-Learning has rapidly taken stake in the global workforce for all industry sectors. Implementing e-Learning can be difficult, time consuming and costly for many organizations, large or small. An effective e-Learning strategy requires three main components: relevant and engaging course content, an effective platform for the delivery of courses, and an ability to manage employee learning.

The recent trend emphasizing corporate accountability has also contributed to the popularity of e-Learning. With an increasing concern regarding skills training, compliance laws and business ethics, e-Learning provides a cost effective solution to standardize training procedures across an organization as well as an ability to drill down to train specific skills sets for employees. Reporting features provide verifiable proof that employees have been schooled in the laws and regulations governing business practices, improving company credibility.



The benefits of e-Learning are widely published including lowering training costs, increasing competency, reducing turn-over and improving productivity. As companies face limited resources and budgets, they still need to look to implementing consistent skills training and learning procedures across the operation. Hence the barrier to entry to realize the benefits of e-Learning is all too often cost, having resulted in an adoption gap. As a result of this gap, 360Training has responded with KSERVER™, the industry's first open-source Learning Management System (LMS) solution designed to deliver big business results at a small business price.

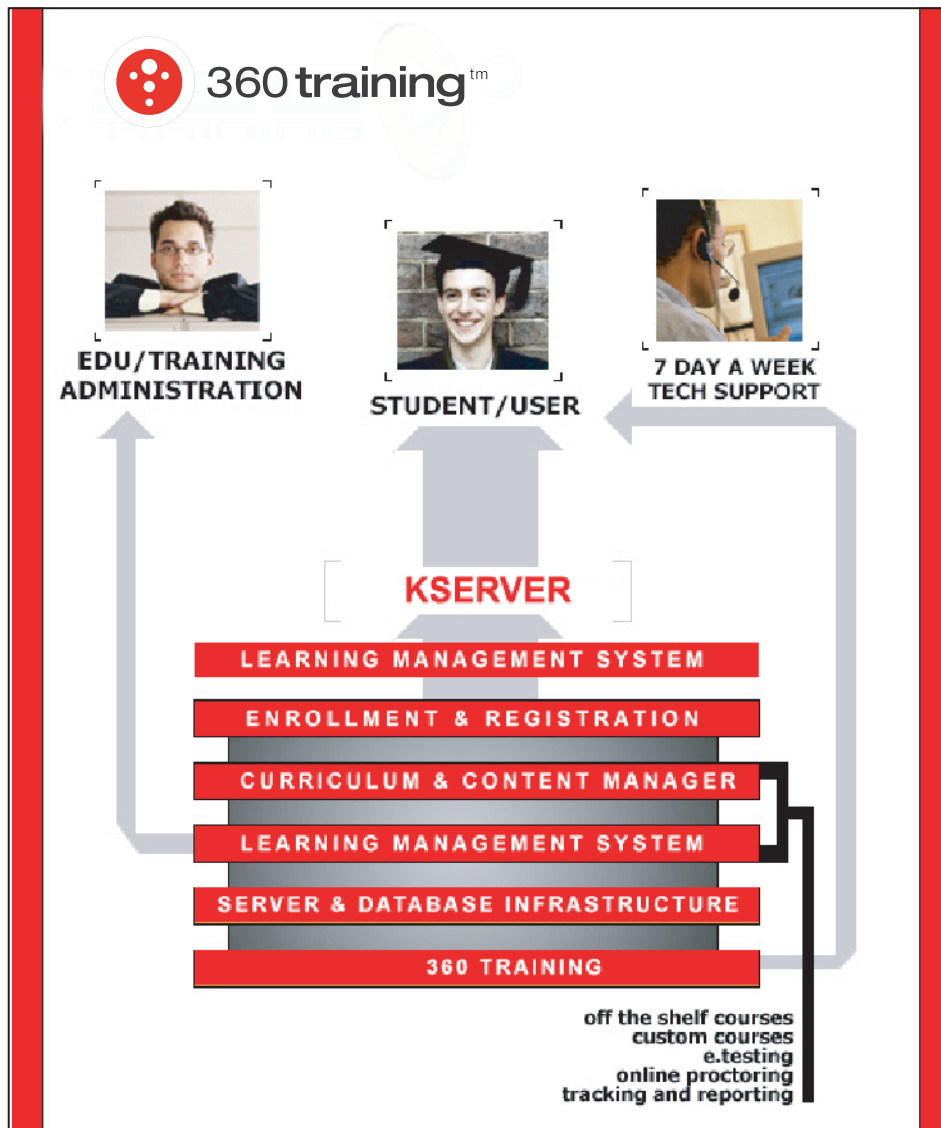
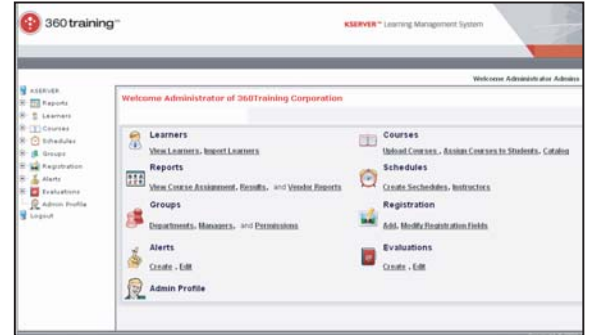
LMS OVERVIEW

An LMS enables the delivery, management, and administration of enterprise-wide training and blended learning solutions (a combination of online and traditional classroom training). Even with online/computer-based courses in place, it is impossible to accurately calculate the ROI of your e-Learning investment without an LMS. An LMS allows managers to administer and track the progress of employees throughout the entire training cycle as well as manage compliance with industry standards and regulations. An LMS allows a company to centralize content, student management, and reporting in one convenient interface and technology package.



KSERVER

KSERVER™ was developed by 360Training™, a leading provider of e-Learning solutions for the real estate, finance, hospitality, safety industries and beyond. KSERVER™ was designed to allow companies to easily and cost-effectively deliver customized training programs for individuals or groups and allow them to manage the training outcomes. The KSERVER™ platform integrates with in-house or 3rd party content and enables all organizations large or small, to acquire a learning management solution without large capital expenditures.

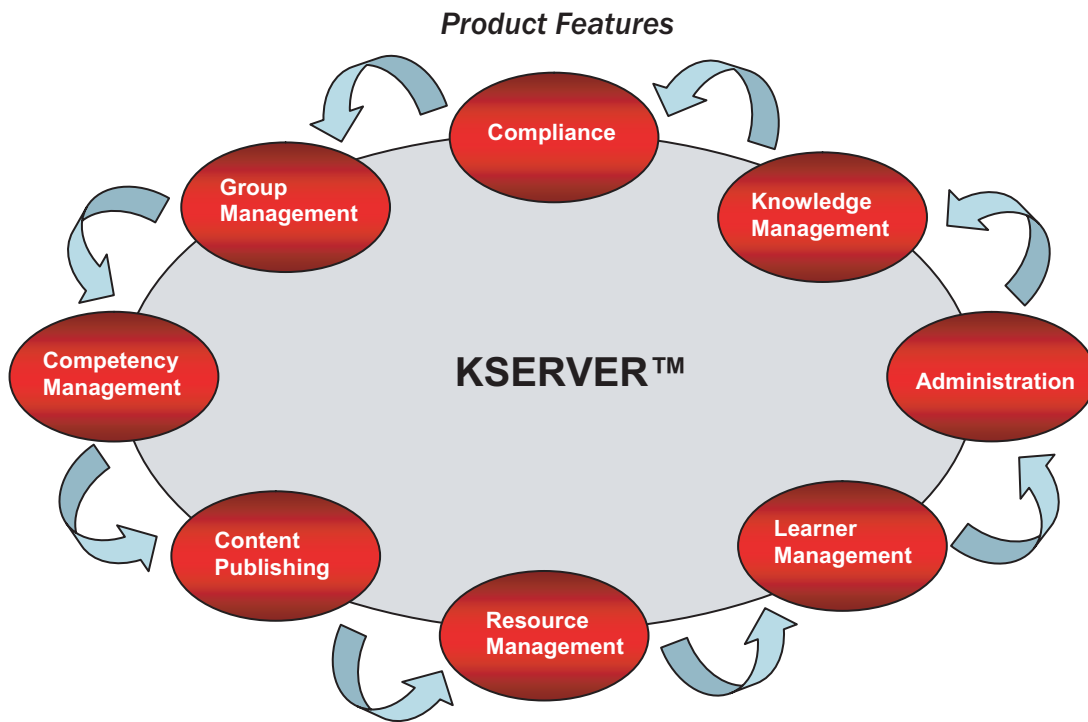




Deployment

KSERVER™ can be deployed as a web-hosted service or uniquely as a web-server appliance for installation in a LAN or WAN and behind the company firewall.

- Web Hosted / ASP Model: Hosted and managed for the client, accessible by all users via standard http protocol.
- Web-Server Model: Installed as a software free web-appliance existing network infrastructure, LAN/WAN and behind the firewall - no integration required.



KSERVER™ allows training administrators to easily assign and manage employee learning throughout an organization, regardless of the location of its employees. KSERVER™ contains administrator, manager, instructor, and learner components and permission-based privileges and access rights based on assigned roles.

Administrators have the ability to create departments and assign managers to select departments. They also have the ability to load courses and have access to company-wide reporting capabilities. Students can be added from several exportable formats and SCORM compliant courses can be easily uploaded. They have the ability to set due dates and alerts, monitor student's progress in courses, and host course-specific message boards. Additionally, administrators can create and schedule seminars



Managers have all the same features of an administrator only tailored for the specific departments they manage. An Administrator can allow access to all functionalities or limit to only a small subset of management tools.

Instructors have the ability to create offline courses and check enrollment and evaluations from those courses.

Learners see the most benefit from KSERVER™. Learners are able to view a personal dashboard of courses assigned to them, view a record of their transcript of courses and post messages to course message boards. Additionally, they can enter in supplemental training they have received that was not performed through KSERVER™ to manage their overall learning activities.

Other Features

Asynchronous Content: with KSERVER™, learners take courses at their own pace. They can stop and start courses as well as going back to review lessons.

Scalability: administrators and managers can easily add/delete students and departments. When your organization grows, KSERVER™ grows with it.

Stability: the LMS infrastructure runs 24x7. Courses and online resources are available to students around the clock.

Security: Password security gives users access to only their information and courses. Administrators may grant partial or full access rights based on individual roles.

Blended Learning Management: KSERVER™ also has capabilities to manage and schedule classroom training. Classes can be scheduled with assignments for an effective blended learning program.



Track the Learning Process: Built in testing and evaluation capabilities allow managers to easily run reports on students to see their areas of weakness. With this feedback, more customized curriculum can be assigned to a student to ensure that they have mastered difficult concepts.



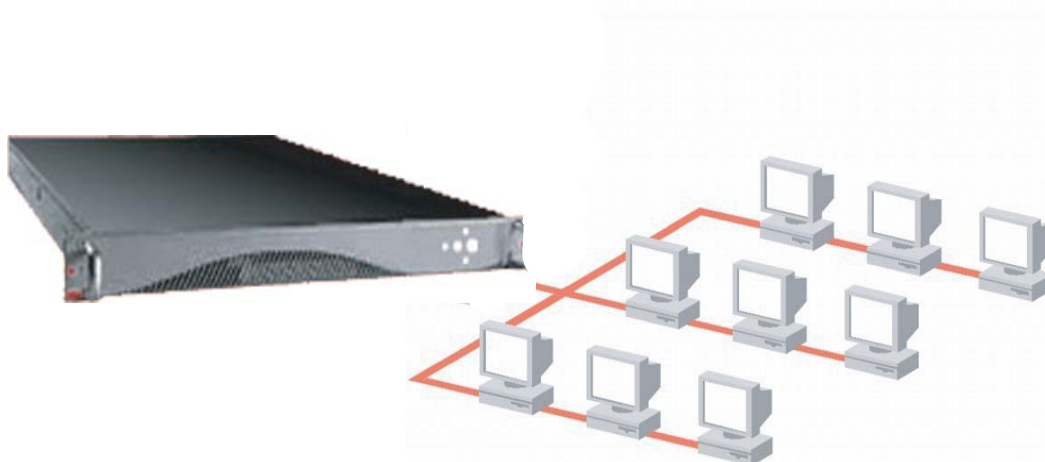
Course Integration

KSERVER™ is a SCORM 1.2 conformant LMS. It can deliver 360Training proprietary content (available separately), or content created in-house or by a 3rd party application complying to SCORM 1.2 standards.



Server Hardware

The KSERVER™ web-appliance can reside in a space efficient chassis that measures only 16.7" (W) x 15.3" (D) x 1.7"(H). This allows the KSERVER™ to fit anywhere within an organization's network infrastructure easily and cost-effectively. Alternatively, KSERVER™ is available as a hosted service, thereby eliminating the need for installation into a company network.





Features Checklist

Feature	Availability	Comments
Enrollment & Registration	✓	Customizable.
User profile management	✓	Student account view displays account history, progress in course, printable course documentation
Assign timelines and compliance due dates	✓	Set course deadlines to allow access to course
View student batch reports online and print hardcopies	✓	Indefinite archive of student completion records and certificate log. Real time record of certificates due for issuance.
Set up automatic confirmations, reminders and change/cancel notices	✓	Push email of course registrations and completions to student email.
Course time tracking capabilities	✓	Timing for each lesson can be set to prevent "fast forwarding" of content, forcing and tracking adequate "seat time".
Electronic reporting and report management.	✓	Daily, monthly, quarterly reports on usage and trainee history exportable to print, email or common data format. Tracking available by time, geography, unit, department or other custom categories.
Offer career development resources and associated courseware	✓	Additional courses can be added on the fly to course catalog.
Provide online course evaluations for trainees/administrator	✓	Course evaluations provided at course completion – evaluation statistics compiled and displayed in terms of percentage to host company
Report course completion records to government agency or integration with existing host database	✓	System can generate batch files to be uploaded to appropriate regulatory agency or certification body.
Require sign-on identification of trainee	✓	User generates unique password/user name combination
Allow multiple tiers of administrator access and capabilities	✓	Can track commissions/billings and administer records for host company and multiple tiers of users under the primary administrator level.
Authentication & Fraud Detection	✓	Student "identity check", based on random personal validation queries – timed at 60 seconds each. Upon failure of validation 1- 3 times, course is locked and the student is prompted to call help desk to validate.
Hosting, co-location and security	✓	Tier-One Internet backbone with triple redundancy, fuel-generated back-up system, firewalls, SSL, intrusion detection and virus monitoring.
End-user technical support & help-desk	✓	Toll free, email, chat – monitored 7 days a week.
Re-Login from last point of study	✓	Book marks student from beginning of last lesson completed
Linear or Modular Progression	✓	100% mastery of each lesson required before advancing to next lesson or self-paced based on user's choice
Pre-Assessment, Quizzing, Final Testing	✓	Questions randomly generated from question bank for all pre-assessments, quizzes. System houses multiple versions of a final exam which can be timed if necessary.
Course Menu	✓	Allows lessons of the course to be revisited once the lesson has been mastered.
Security & Validation	✓	System housed behind corporate firewall protected with corporate edition of antivirus package.