



LEARNING AS A SERVICE

TAILOR-MADE IT COMPETENCE MANAGEMENT



Lifelong learning, an expression that is already known for some time. But what exactly does it mean? You can find the following explanation on-line: "general educational principle that states that a person is able and motivated to study and learn for life and that society must provide the relevant opportunities for this". That is of course the definition, but how can we make sure that the motivation for learning continues? The answer is diversification and our 'one size fits one/many' approach. Much too often, it is assumed that traditional class teaching is the only answer to training requirements. That is often due to a lack of knowledge about other teaching methods.

Realdolmen Education uses its Learning as a Service offer to solve the puzzle with you and for you.

Wisdom.... COMES NOT FROM AGE, BUT FROM EDUCATION AND LEARNING.

Learning a as Service – LaaS – consists of various components. A number of them may already be present in your company or dealt with by internal staff. Realdolmen can provide the missing pieces of the puzzle. The various components are detailed below.

PRE- & POST-TEST

It is quite frustrating to follow courses that, looking back, are not very useful to you. The cause often is a lack of prior knowledge of the participants. Through a number of pre-tests, the level of every participant is tested in advance, so that an informed choice can be made whether or not to send someone to a course.

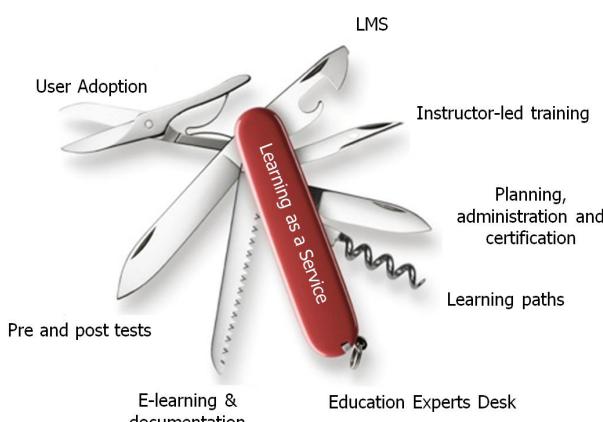
What is the impact of a course? We can answer that question through a number of post-tests. These tests are not about obtaining an official certificate, but they do indicate the level of knowledge and growth.

INSTRUCTOR-LED TRAINING

This method of knowledge gathering still is the most popular by far. Many studies indicate however that this could change in the next decade.

Realdolmen provides various types of traditional courses:

- **Open calendar:** on our website, you will find an overview of our planned courses. Planned courses will definitely take place from the first registration.
- **Company training:** if your organization has special wishes (planning, content, location, language, ...), a company training is the most recommended option. We will define the parameters of the course with you, to ensure that it is fully in line with your requirements.



E-LEARNING

For some groups or a specific subject (such as customized software) instructor-led training is not the best option. For this purpose, Realdolmen develops e-learning that is perfectly tailored to the product and target audience. For the Microsoft Office range, Realdolmen distributes a number of standard e-learning solutions. These can be integrated with pre- and post-tests.



DOCUMENTATION

Writing and maintaining documentation is a specialization in itself. Technically skilled persons often do not feel at ease with this or find it difficult to write useful documentation. The challenge mainly is 'translating' technical information into clear and simple language.

The team of Technical Writers gives you access to a group of people who have the necessary technical background as well as a good writing style.

LEARNING PATHS

The development of competences is often a process instead of a one-off training. Realdolmen can compose a tailor-made course to teach your staff new IT competences or to retrain them to new technologies (e.g. from Cobol to Java).

A learning path consists of a combination of instructor-led training, e-learning and supporting documentation.

PLANNING, ADMINISTRATION AND CERTIFICATION

Realdolmen has in-house knowledge, experience and tools to manage the planning and administration of training courses. We make a different file for each training course, including lists of participants and (on-line) assessments for participants and instructors.

To enable your employees to officialize their knowledge, Realdolmen is a recognized test center for Pearson Vue, Prometric, AutoDesk and Certiport. As such, you can take the most common exams available on the market.



LEARNING MANAGEMENT SYSTEM (LMS)

Via a LMS you can manage and define training courses and learning paths within your company. It is also a library of all manuals, e-learning and tests that are relevant to your employees. A LMS ensures that the road to acquiring a competence is already largely defined, which prevents you from having to re-invent the wheel.

Optionally, you can also use a LMS to monitor and assess the competence development (IT-related and non IT-related).

EDUCATION EXPERTS DESK

If you wish to appeal to our trainers in a structural way after a training course, the Education Experts Desk contract is an ideal solution. You can use an authorized procedure to put questions to the trainers. The activities of this contract are recorded in a ticketing system (your own or Realdolmen's). Short questions will of course be answered immediately.

Realdolmen will be happy to examine with you how Learning as a Service can be applied to your project. Please get in touch with your Realdolmen contact or send a message to education@Realdolmen.com for detailed information.

Learning as a Service

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