



**BYTES**  
PEOPLE SOLUTIONS

# ONLINE LEARNING TECHNOLOGIES

**Using the digital world**  
to empower your people

YOUR PEOPLE SOLUTIONS AND  
BUSINESS PROCESS OUTSOURCE  
**PARTNER OF CHOICE**



Bytes People Solutions' assists companies to embrace learning technology advances in ways that could never have been anticipated before.

We provide a variety of online portals, tools, products and services to develop internal talent through a blended learning approach, whilst addressing time and cost constraints.

Revolutionise the way skills within your organisation are nurtured, enhanced and assessed with the implementation of innovative online platforms for training and development.

## LEARNING TOOLS AND LEARNING MANAGEMENT SOLUTIONS



Bytes People Solutions is proud to be pioneers in offering internationally accredited and innovative learning solutions. We provide Authoring tools to assist with simple and cost effective e-learning content development, while our range of Learning Management Systems makes the delivery, management and tracking of online and classroom-based learning for blended delivery across your organisation easier and more affordable.

Employees are able to log into a digital learning world to receive training in a controlled environment. Simultaneously, the technologies enable managers and administrators to track, monitor and report on training taking place within the organisation.

Learning tools and learning management systems available through Online Learning Technologies are:



### **BYTES PEOPLE SOLUTIONS LEARNING MANAGEMENT SOLUTION**

We are proud to offer our own world-class Learning Management Solution platform to our customers and their learners.

Our Learning Management Solution offers our customers the ability to plan their development paths according to the Learning Paths provided. The learning paths are used to guide an employee to navigate their own career development by choosing the relevant course based on current skill and knowledge.

Users can book for online classroom based training or remote training courses (events) as per catalogue or schedule. All internal and external training events are catered for.

An approval workflow process allows managers to approve training requests.

Dashboard reports allow managers to track employee training on a daily, weekly, monthly or annual basis.



Questionmark solutions enable reliable, valid and defensible assessments by empowering learning and testing professionals with collaborative authoring tools, accommodating participant needs with blended and multilingual delivery and informing stakeholders through timely reporting and meaningful analytics.

Questionmark provides a collaborative, secure environment to author questions, organise them into assessments, and manage large item banks. Authors can create from many different types of questions and then organise them into simple forms or define selection criteria to pull items at random and create assessments with sophisticated branching options based on participant responses and scores. Key options for authors include:

- Choose from 20 different item types
- Include stimulus such as images, audio, or video
- Define feedback at question and topic levels
- Insert mathematical formulas using built-in editor
- Randomise ordering of questions and choices
- Organise questions by topic and sub-topic folders
- Define sophisticated scoring algorithms
- Define outcomes based on score-bands and topic-level scores
- Create automatic emails with assessment results to participants and/or other stakeholders.

Create, deliver, and report on:

- Pre/post course tests
- Placement tests
- Needs evaluations
- Knowledge checks
- Observational assessments
- Practice tests
- Course evaluations
- Job task analysis
- Internal exams
- Certification and licensing exams



## Lectora®

Lectora is an electronic learning (e-learning) development tool, also known as authoring software, developed by Trivantis Corporation. Lectora is used to create online training courses, assessments, and presentations. It is also used for the conversion of Microsoft PowerPoint presentations into e-learning content.

Content developed with Lectora authoring software can be published to a variety of outputs such as HTML, Single File Executable, and CD-ROM. Lectora content is compliant with e-learning industry standards, such as SCORM and AICC. Content created in Lectora can also meet 508 Compliance standards. In addition, Lectora is compatible with any standards-based learning management system (LMS) on the market.

Featuring Responsive Course Design (RCD), Lectora 16 is the remarkably simple, yet exceptionally powerful desktop authoring tool that allows e-learning developers to quickly create mobile courses - saving valuable development time. Author once, and publish across all devices.

Lectora also provides Online and Mobile authoring solutions.

# CourseMill®

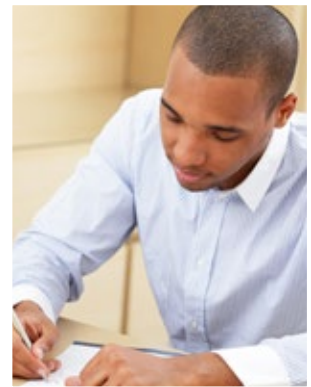
Trivantis' CourseMill learning management system is widely known for its scalability, affordability and ease-of-use. Offered in both hosted and software versions, organisations large and small use CourseMill to deliver SCORM compliant e-learning, track student progress, and monitor employee training.

It features an updated student user interface, support for Section 508 and WCAG guidelines and much more, including:

- Easy-to-use reporting and learning analytics
- Mobile compatibility
- Ability to share multiple file types.

Managing compliance training for employees can be critical for your business. CourseMill delivers a strong compliance management system with "soft or hard stop" course availability, count down days for each course presented on the user's "My Courses" page, and multiple email notifications before or after the course completion expiration date. These features put an end to employee confusion over their obligation to complete a training course.

CourseMill Mobile and CourseMill Wave are also available.



Signify's powerful and user-friendly Learning Management System allows you to easily implement your blended learning strategy. You can schedule and track classroom-based training, deploy interactive SCORM e-Learning content, load videos and create online assessments. You can also generate Management Reports, Workplace Skills Plans and Annual Training Reports.

Apart from the ability to manage short courses, Signify's Learning Management System also assist organisations in managing bursaries and scholarships, unit standards and general learning programmes.

The Employee Self Service portal allows employees to browse the e-learning curriculum, do online assessments, book on classroom-based training events and search for answers in the "Ask the Expert" discussion forum module.

Signify HR offers you a complete Human Resource Management solution that includes Performance Management. Signify HR is modular, enabling you to implement the different modules over a period of time as and when required, ranging from 50 to 50,000 employees.

# CONTENT SOLUTIONS



Bytes People Solutions is able to create, distribute and manage e-learning content, as well as revamp existing paper-based content. Our content development business unit offers off-the-shelf solutions or fully customised content solutions for our customers' unique requirements.

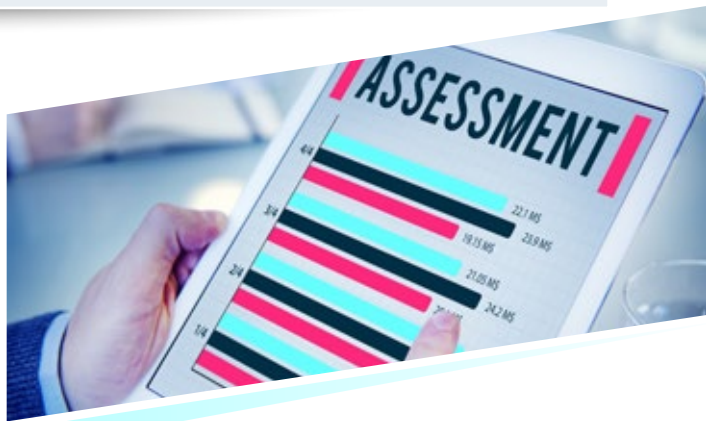
We develop content for a wide variety of business requirements, namely:

- Business Skills
- Performance
- Supply Chain
- Management Programmes
- Support
- SAP
- Contact Centre (BPO) bundles
- Sales

Effective learning requires relevant and appropriate teaching methodologies and proven educational philosophies. Some of our off-the-shelf topics include Customer Service, Communication, Team Development, Management Development (Foundation and Leadership) and Change Management.

Bytes People Solutions brings with its offerings and products a mix of industry knowledge and technical know-how, as well as an understanding of the educational landscape to make your training and development needs a hassle-free reality.

# ASSESSMENT SOLUTIONS



Bytes People Solutions' Online Assessment Systems allows for the design and development of highly effective electronic and paper-based assessments.

Assessments range from surveys and quizzes to summative tests and exams.

Psychometric tests, administered and managed by qualified Psychometrists, are also available to assist with your organisational needs.

The world-class assessment tool, Questionmark Perception, is only one of the high quality products we have implemented at tertiary and corporate institutions for various purposes, such as formal university examinations, compliance assessments, observational skills assessments, climate surveys and 360-degree performance assessment.

In addition, Bytes People Solutions has its own Assessment Centre where Office/Office 365 assessments, amongst others are available on demand.

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