From CTA to Talent Suite

Learning Management System (LMS)
## Background

2013: Technical specification, analysis and selection

2014: Lengthy contract negotiations:
- Financially viable
- Satisfactory requirements, meeting CERN terms & conditions

2015: Installation, configuration, parameterisation and testing

Technically complex project with many stakeholders:

<table>
<thead>
<tr>
<th>Core LMS Working Group</th>
<th>Ad-hoc collaborators</th>
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<tbody>
<tr>
<td>GS-AIS-HR:</td>
<td>- Administrative Assistants (HR/HSE)</td>
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<tr>
<td>Giovanni Chierico (Project Lead)</td>
<td>- DAOs</td>
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<tr>
<td>Manuel Bouzas Reguera</td>
<td>- DSO and GLiMoS</td>
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<td>Doreen Klem (as DTO)</td>
<td>- DTOs</td>
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<td>DGS-SEE-ST:</td>
<td>- HRAs</td>
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<tr>
<td>Christoph Balle (Safety Training Lead)</td>
<td>- Learners</td>
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<td>Isabelle Cusato</td>
<td>- Learning Specialists</td>
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<td>HR-CB-MI:</td>
<td>- Supervisors</td>
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<td>Lucy Lockwood (HR Lead)</td>
<td>- Supplier Administrative Support</td>
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<td>HR-LD:</td>
<td>- Technical Support at training centres</td>
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<td>Eva Stern (co-ordinator for requirements)</td>
<td>- Trainers</td>
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<td>Other operational and subject matter experts…</td>
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1. **Document key CERN processes (HR-LD & HSE, February-May)**
   - map existing procedures
   - anticipate additional needs, streamline where possible

2. **Two-day workshop (end June) – Purpose:**
   - explain / understand LMS potential
   - present functional overview of CERN training related processes
   - discuss / define an implementation plan
   - define / agree on milestones and project plan

3. **Key technical tasks (AIS):**
   - integration of Talent Suite with other CERN systems (EDH, Oracle HR, CET, etc.)
   - migration from CTAb + other training related applications
   - integration with CERN authentication + roles system for access purposes
   - migration of reporting solutions
   - analysis and implementation of a solution for financial management

4. **Testing Phase**

5. **Training**
Way Forward

Meetings
• Weekly: LD and HSE
• Monthly: LMS Periodic Review meeting (AIS/CB/LD/HSE)
• Ad-hoc meetings as necessary

Project now enters into more active phase
• Regular status updates will be sent
• Input will be requested as appropriate

Please share concerns and questions openly and proactively!