

Silverchair's Newest Feature: Electives

NEWSLETTER

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Welcome to the Silverchair Learning Systems Quarterly Newsletter.

Welcome to the latest edition of Silverchair Learning Systems' company newsletter.

At Silverchair Learning Systems, our sole focus is providing superior products and services to support the education and training of people employed in Senior Care organizations.

This quarter's newsletter previews our new Electives feature, which will be available in the Fall.

Please let me know what you think.



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Silverchair's Newest Feature: Electives

As we continue to improve our Learning Management System (LMS), we rely on the feedback of our clients to help guide us toward the improvements that will provide the biggest impact for their business. One of our more popular requests has been for a feature that allows supervisors to assign courses as optional. We listened, and are pleased to **preview our new Electives feature, which will be available in the Fall.**

Electives 101

Silverchair Electives allows system administrators to assign catalogs or courses to students as optional, or elective, courses. These optional courses will be housed in a new tab on their system, called My Elective Work. Once the catalogs of courses are assigned, students can take the courses as they wish; however, mandatory courses take precedent over elective courses, so employees will still have to complete their mandatory training before taking electives. Completed courses will join other completed assignments in the My Completed Work tab, giving supervisors a snapshot of mandatory and elective training completed.

The Electives feature is automatically launched in your Silverchair system, and **assigning catalogs to your staff is easy!** Assigning the catalogs of elective courses is much like assigning mandatory courses, and supervisors have flexibility and control in opening those catalogs to students. Managers can determine which students are eligible for specific elective catalogs by individual student,

department, facility, or other indicators. You can tailor each student's electives allowance to their career plan, level of experience, or licensing needs.

Most importantly, the Electives feature is **completely optional!** If you'd like your staff to get more familiar with training before trying electives, or your organization wishes to opt out of the feature, you can choose not to assign electives catalogs to your staff.

The Benefits of Electives

Why was Electives one of our most popular requests? As senior care organizations continue to address workforce retention issues, training becomes an area where they can increase employee confidence and develop their workforce to boost overall retention rates. **Electives can help in several areas of workforce development,** including:

Career Laddering and employee development. Senior care organizations know that developing employees increases loyalty and retention. Many organizations are adopting "career laddering," composing a development/promotion plan for their employees, with milestones that must be met in order to secure promotions or new positions. With the Electives feature, **supervisors can assign optional courses as prerequisites for promotions.** As an employee works through their career plan, supervisors can track their elective courses to make sure the employee is meeting the requirements for their plan.

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Elective courses can also serve as milestones that must be completed in order to apply for certain positions within the organization. Courses can also be used as a "preview" for employees looking into new or higher positions, as a gauge for their readiness to pursue those positions.

Brad Harris, VP of Resource Development with Miller's Health Systems, Inc., **plans to use Electives in a career laddering program for CNAs.** "We want to give employees the ability to drive their development plan, with parameters," he says. "It's a win-win situation: The employee wins with a promotion, a higher salary, etc., and the organization wins with a more stable, better-educated workforce."

Employee evaluations. In addition to using Electives for career planning, supervisors can also use the feature as part of their evaluation/review process for employees. Optional courses can be assigned and managers **can track which employees went "above and beyond"** to take extra courses and increase their knowledge, thus earning the employee higher marks on their review. Extra training can also be tied to incentives for periodic reviews throughout the year.

Additional training for employees who have licensure requirements. Nurses already love the Silverchair system

because of our offering of CE courses! **Organizations that were offering the specific CE courses that nurses needed can now open Silverchair's entire CE catalog as elective,** allowing nurses to take what they need—and what they're interested in—as they choose. As many of our clients have experienced, Silverchair's CE courses allow nurses to get the training they need without having to spend time and money attending classes outside of their workplace. Our Electives option now expands those benefits to a greater capacity!

General additional training. Supervisors can use elective courses for FYI purposes—courses that may serve as "good to know" training, but shouldn't be mandatory. Managers can simply assign the courses as optional for their staff, providing ultimate training flexibility.

Another Tool in Your Workforce Development Arsenal

Senior care is still in a workforce crisis, and organizations need every tool possible to keep their workforce trained, happy, and providing the greatest level of resident care. The Electives feature is one more way Silverchair is helping senior care organizations achieve their employee development and retention goals.

Are you a senior care facility looking to improve your employee training? Learn more about the Silverchair system, including Electives, by calling **1-866-805-7575.**

Are you a current Silverchair client who would like more details about Electives? Please contact your Service Delivery Representative at **1-866-689-0846.**

About Silverchair Learning Systems

Silverchair Learning Systems works with Senior Care leaders who want to improve the training process in their organizations. Silverchair offers a user-friendly online training solution that improves compliance and eliminates record keeping headaches, while saving time and money. Using this system provides peace of mind and confidence.

Silverchair makes online training successful by:

- Making it easy to get started
- Making it easy to use
- Making it easy to track
- Making it educationally effective
- Making it fun for the employees

Locations:

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