

PowerHouse Talent

Enterprise Learning Management System



PowerHouse
talent

1.0 The PowerHouse Talent LMS

The PowerHouse SaaS platforms and products include the following:

The **Powerhouse Workforce Platform** offers a complete solution for your business which includes sourcing, pre-screening, smart recruitment, onboarding, compliance and upskilling. We generate workforce data for your leaders to help drive informed decisions on how, when and where to invest in workforce.



A key application in the PowerHouse Workforce Platform is the PowerHouse Talent LMS. You can license an integrated version of the platform or license the PowerHouse Talent LMS separately.

Learn more about PowerHouse Workforce at – www.powerhouseworkforce.com

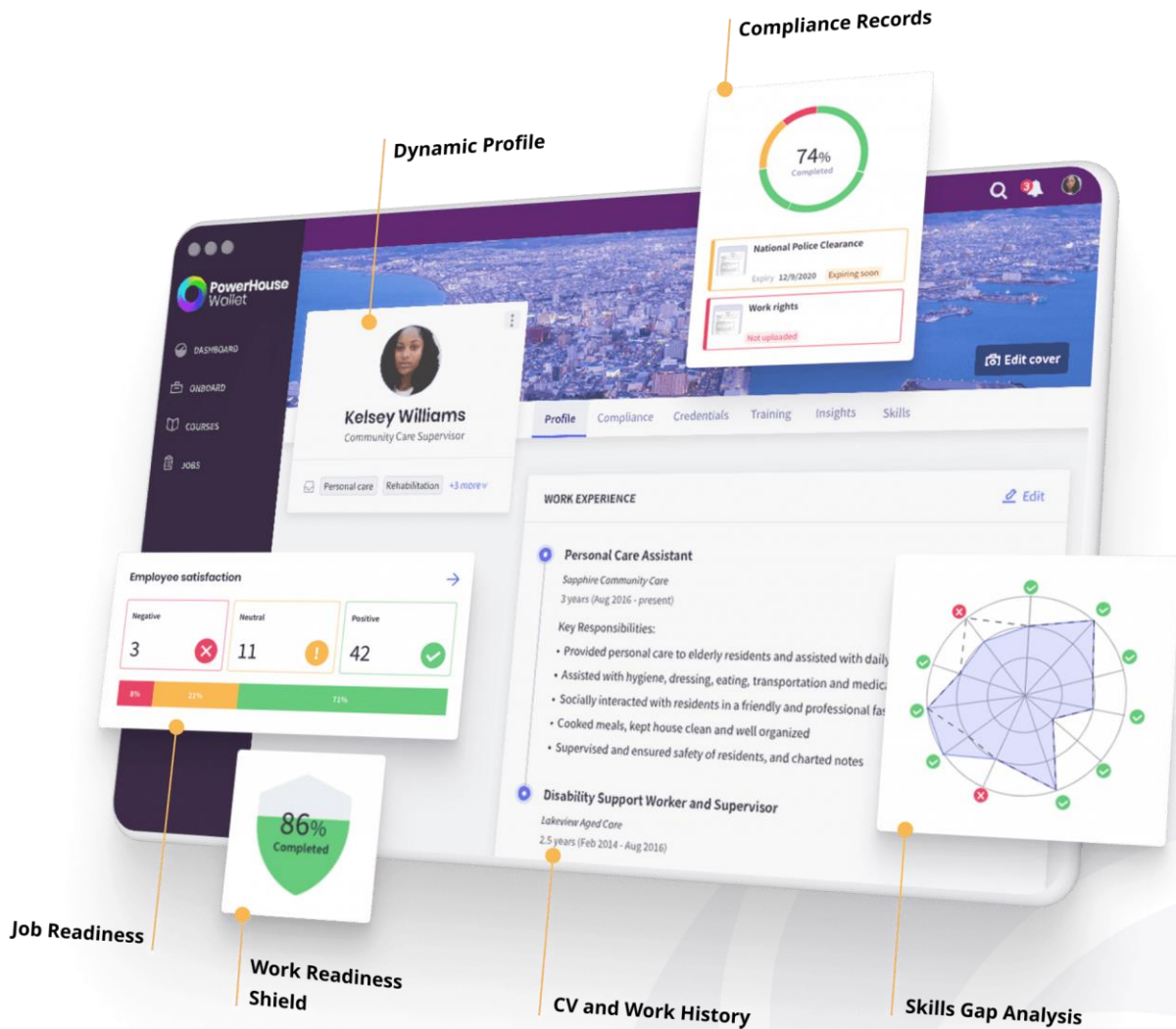
PowerHouse Talent LMS

The PowerHouse Talent platform is an enterprise Learning Management System (LMS) provides personalised Workforce Wallets for all users to store all training data which produce individual, group and whole-of-company reports.

The Powerhouse Talent Learning Management System manages your workforce training program with course publishing, event and webinar management.

The PowerHouse Workforce Wallet is the unique feature of the PowerHouse Talent LMS platform. The Workforce Wallet is created dynamically for all employees and contractors in your business and training and compliance data is updated continuously to the wallet during training activities as well as the pre-screen, onboarding and appraisal workflows.

The Workforce Wallet stores all training and compliance records, verified job skills and insights for the worker.



Learn more about the Workforce Wallet at: <https://www.powerhouseworkforce.com/workforce-wallet/>

PowerHouse Talent Features



Smarter, Faster & Proven Workforce Training

The Powerhouse Talent Learning Management System manages your workforce training program with course publishing, event and webinar management.

Talent provides personalised Workforce Wallets to store all training data which produce individual, group and whole-of-company reports.

[Book a Demo](#)



Driving compliance & job skills competency



Workforce Wallets with Training Data

To store and search all verified skills and training data on individual workers.



Events, Webinars and Courses

To implement extensive workplace training programs with full eLearning activities.



CPD Management Programs

To create CPD programs for job roles and monitor the achievement of targets.



Dynamic Visual and Data-driven Reports

To enable managers and admin to monitor the progress of team members.

YOUR LMS SOFTWARE

Deliver job role training and compliance

Create your job roles and assign core skills, credentials and compliance requirement to the role.

Assign the job role training profiles to your staff groups and employees and they access dashboards that guide them through the upskilling and compliance programs.

Your managers can verify skills and validate compliance records uploaded by employees. They can view skill and compliance gaps at a team or individual level and view dynamic job readiness shields to monitor their development.





YOUR LMS SOFTWARE

Customised mobile training dashboards

The PowerHouse LMS boasts a range of features to deliver customised dashboards for your employees, contractors, managers, visitors and administrators.

All modules can be enabled / disabled and the order of menus can be set. The names of menus can be easily changed to ensure that the LMS uses the language contextual to your business.

Dashboard widgets can be enabled /disabled and admin can publish dashboard banners, polls and surveys that are specific to a workers group. Each group can be branded with a different logo and multiple managers can be added to each group. The platform is optimised for all mobile devices and can be saved to the Home Page of iPhone, Smartphones, iPads and tablets.

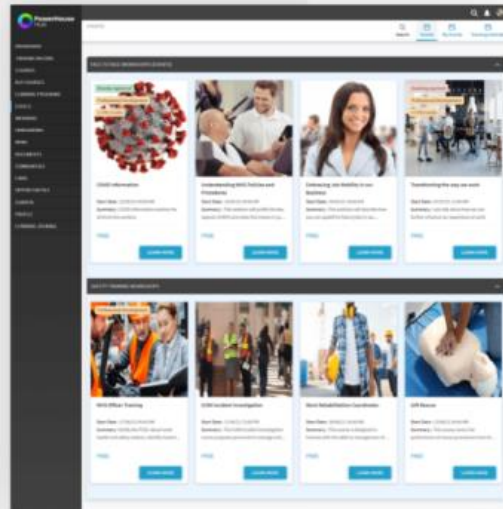
YOUR LMS SOFTWARE

Face-to-face training on the Event Manager

The Event Module offer training manager a comprehensive event management program which is added to the employee and contractor dashboard.

Administrators can publish unlimited events, set presenters, venues, session times and number of attendees. After adding a description and category, events are assigned to specific work groups to ensure that workers only see what is relevant to them.

Employees can view event information or view the calendar to book upcoming sessions. Workers can register for events and a waitlist manages over-subscription. Attendance certificates are issued and the event is added to the Workforce Wallet. Events can be offered to customers and eCommerce can be added to generate revenue from your events.

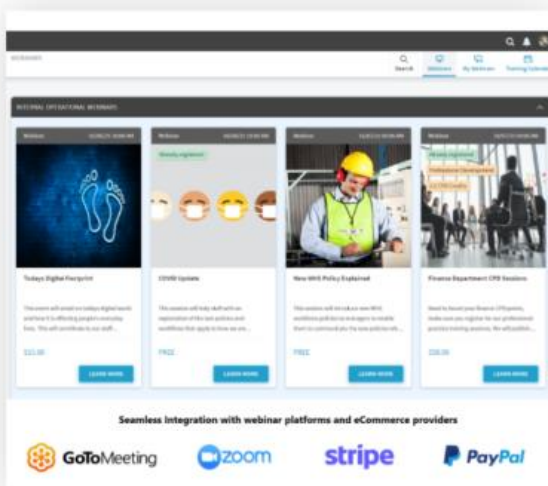


YOUR LMS SOFTWARE

Online training with the Webinar Manager

The Webinar Module integrates seamlessly with your Zoom and Go-to-Meeting accounts to allow you to run your internal and customer webinars through the PowerHouse LMS Portal.

The module allows you to provide a marketing and registration front-end to your webinars and assign them to your groups. You can also assign webinars to your Powerhouse Home Page for customers and partners to access your activities. We also offer eCommerce integration for you to sell webinar registration. The webinar module delivers your branded completion certificates and all data writes to personalised Workforce Wallets.



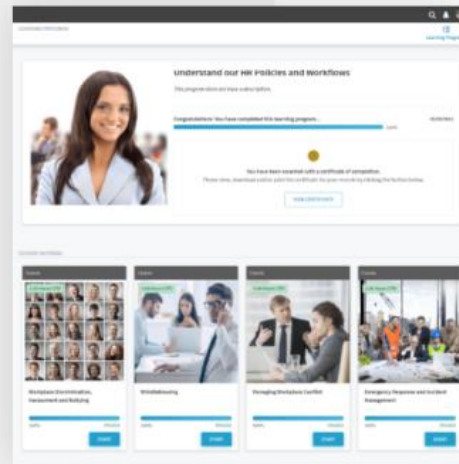
YOUR LMS SOFTWARE

Publish your courses and training plans

The PowerHouse LMS features a comprehensive Content Publisher Module that allows you to build unlimited courses with rich media and assessment.

Our advanced settings include the ability to tag skills metadata to each course, add an expiry date, set an annual re-induction date, add pre-tests and post tests, add question banks, randomise answers, duplicate and archive courses and reflective ePortfolios.

Multiple courses can be added to Training Plans and prerequisites can be enabled. The platform is SCORM compliant and courses from authoring programs can be imported. The courses and platform are W3C compliant, support open standards and deliver content with AA accessibility conformance.



YOUR LMS SOFTWARE

Multi-tenanted platform with custom training

The PowerHouse LMS delivers a full multi-tenanted SaaS platform. Add unlimited hierarchical groups and sub-groups to manage your training and compliance management. Create groups dynamically from payroll systems, active directory or CRMs and add groups manually to build your custom group management plan.

Assign specific courses, events, webinars, training programs, frameworks, news, documents, surveys and course catalogue selections to each group to create a unique experience for users in each group.

Add managers to each group to monitor and mentor the users in a group. Add a corporate brand to each group to deliver a franchised solution and add CPD points to a group to manage a continuing professional development program.

YOUR LMS SOFTWARE

Job role frameworks with skills gap analysis

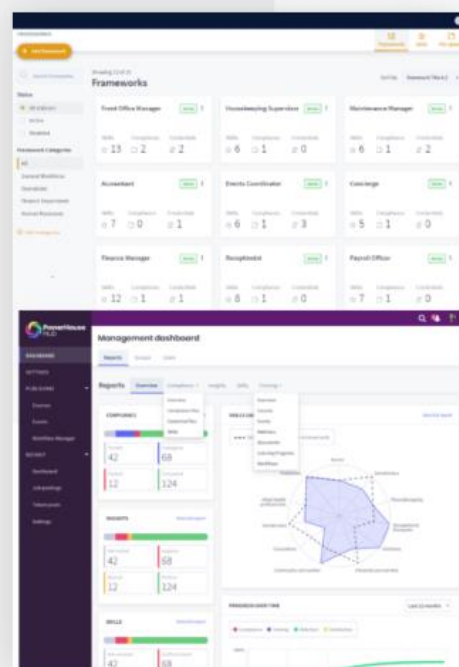
Use the PowerHouse Frameworks Module to build job role schemas that include core skills, compliance and credentials required for the role.

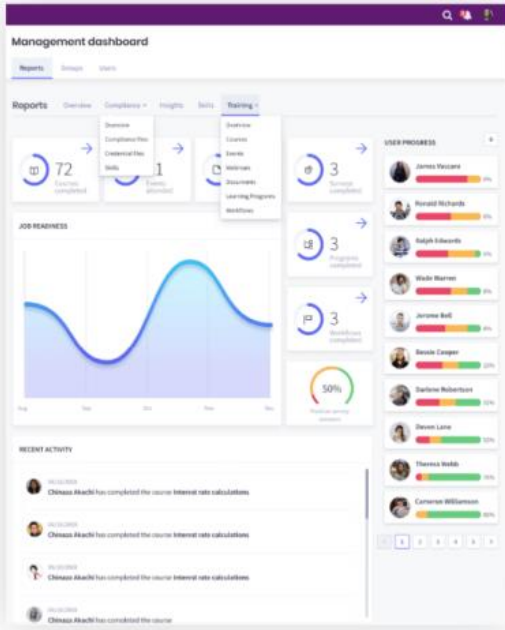
Assign courses, training programs, webinars and events tagged with skill outcomes to the framework to build a dynamic skills gap analysis for each of your employees or clients.

Add the ability for users to upload the required compliance, COVID-19 vaccination and credential files required for each role and track and report on this dynamically.

Assign the key items in each framework to a Work Ready Shield that can be viewed by managers and administration staff that need to check compliance files before rostering users.

Connect job role frameworks to your recruitment. Frameworks automatically publish pre-screening and onboarding workflows and all data is recorded in personal workforce wallets.





YOUR LMS SOFTWARE

Advanced reporting and training analytics

The PowerHouse LMS features dedicated reporting and tracking dashboards for managers. Managers are assigned to groups and view the progress of all of their team members.

The visual reporting schemas monitor the employee's training activity and also presents an overarching dataset for the entire group. The data presents individual results on the number of courses, webinars, events and surveys completed and also graphs this data over a time period.

Each training type has its own dedicated reporting page which allows managers to track the completion of a course for a specific user. The system also tracks an employee by displaying personalised progress graphs.

The manager has access to an extensive set of data reports that can be filtered by activity, date and groups and downloaded to be referenced off site. There is also the ability for the administrator view all users and create and save custom reports.

YOUR LMS SOFTWARE

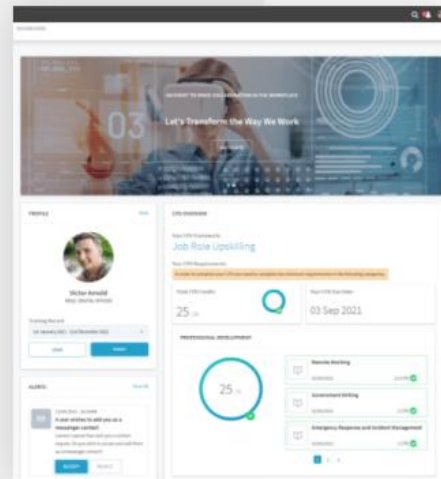
Manage your CPD programs

The PowerHouse LMS offers a comprehensive CPD module to deliver a high quality professional standards training portal.

When enabled, the CPD widget is featured on the employee's dashboard and provides a real-time summary of their current CPD points mapped against the annual or quarterly targets.

Administrators can set unlimited CPD categories and assign target hours with start and completion dates with automated renewal periods. Administrators can also set CPD criteria by choosing points, hours or credits.

Admin can add CPD points to a course, event and webinar and progress is updated as the activities are completed.



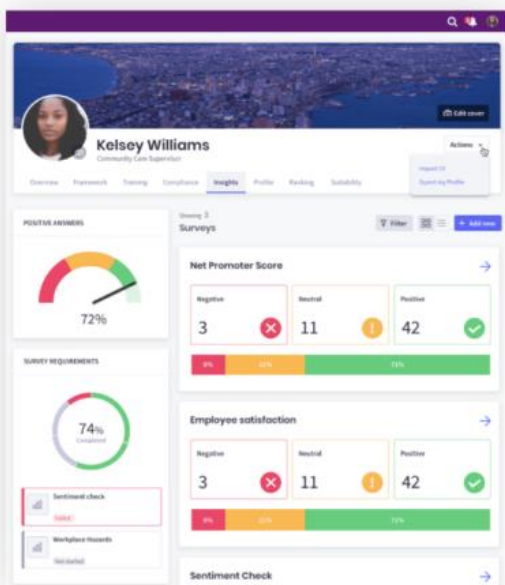
YOUR LMS SOFTWARE

Monitor staff with personal insights

The PowerHouse LMS is optimised for you to collect critical feedback from your workers on their sentiment and level of satisfaction with their job role. This feedback is collected in pre-programmed surveys which automatically score an employee's positive responses. The Workforce Insight surveys include:

- Worker Onboarding Polls
- Worker Engagement Polls
- Worker Exit Polls
- Worker Pulse Polls
- Net Promoter Score Polls
- Worker Risk Profile Polls

The insight data is recorded on the Workforce Wallet and features on the Manager Dashboard to allow them to track negative feedback and review trending data to address possible retention issues.



YOUR LMS SOFTWARE

Skills & compliance data in Workforce Wallets

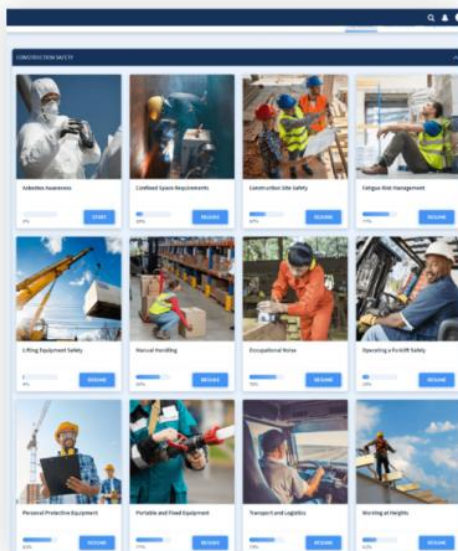
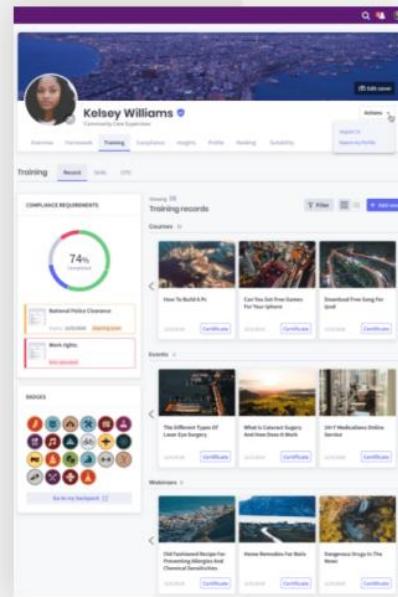
The personal Workforce Wallets are automatically generated for all of your employees and contractors and are featured on their dashboards.

As a course, event or webinar are completed, the activity, date and certificate are published to the Wallet Training Record for ease of access for the worker and their managers.

Workers can upload information and evidence of attendance at external events and after verification by managers, these activities are published to the Training Record.

When the Job Role Upskilling product is enabled, the skills that have been tagged to courses, events, webinars and training plans are published to display a user's verified job skills.

In addition to training records, the Workforce Wallet also publishes the user's Workforce Insights data which can be viewed by the worker and manager.



YOUR LMS SOFTWARE

The PowerHouse course library resource bank

The PowerHouse LMS features a comprehensive online course library that can be pre-bundled with your platform. The library includes over 80 course titles in the following categories:

- Governance and Code of Conduct
- Workplace, Health and Safety
- Human Resource Essentials
- Information Management
- Induction Courses
- Working In Care
- Sustainability
- Writing Skills
- Management Courses
- Construction Safety
- Customer Service and Sales
- Behavioural Standards

The courses are all developed on the PowerHouse LMS platform and are fully editable resources which allow you to update pages with your company information, compliance information, CEO welcomes, custom assessments and more.

YOUR LMS SOFTWARE

Sell courses, events and webinars online

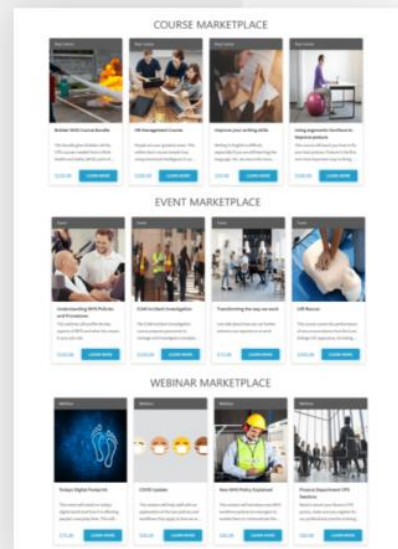
The PowerHouse LMS is optimised with eCommerce Marketplaces to sell your courses, events and webinars.

The LMS offers integration with the Stripe and PayPal eCommerce gateways which are linked directly to your bank to receive revenue from the sale of your training activities.

In addition to selling activities to your registered users, the LMS features the ability for you to publish an eCommerce marketplace to promote your courses, events and webinars to your customers.

The PowerHouse Marketplace provides an activity tile for each activity with an image, title, description and price.

All financial data is managed through the PCI compliant gateways and after a successful payment, our platform delivers access codes and invoices and receipts directly to the purchaser.


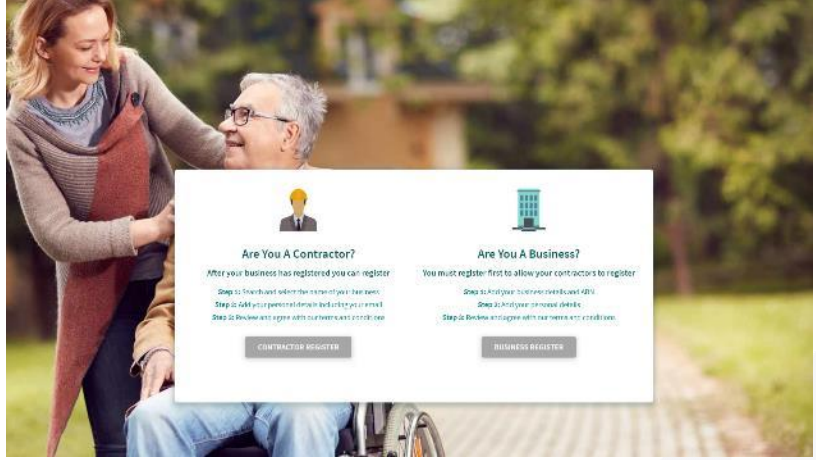
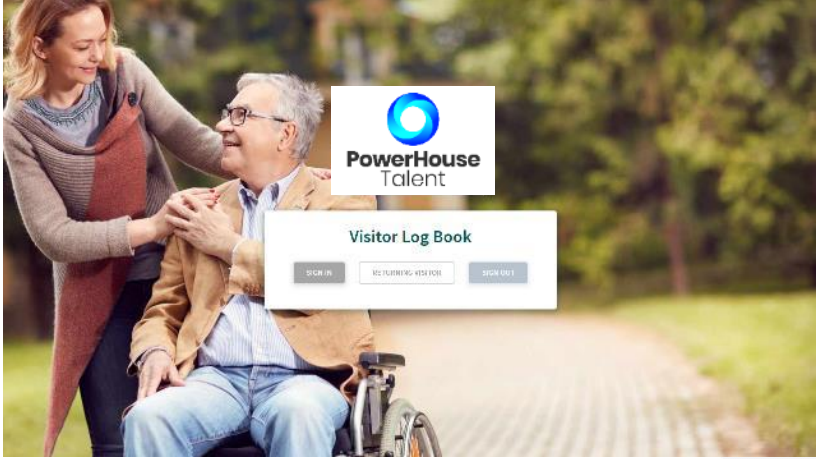


3.0 PowerHouse Talent Functionality

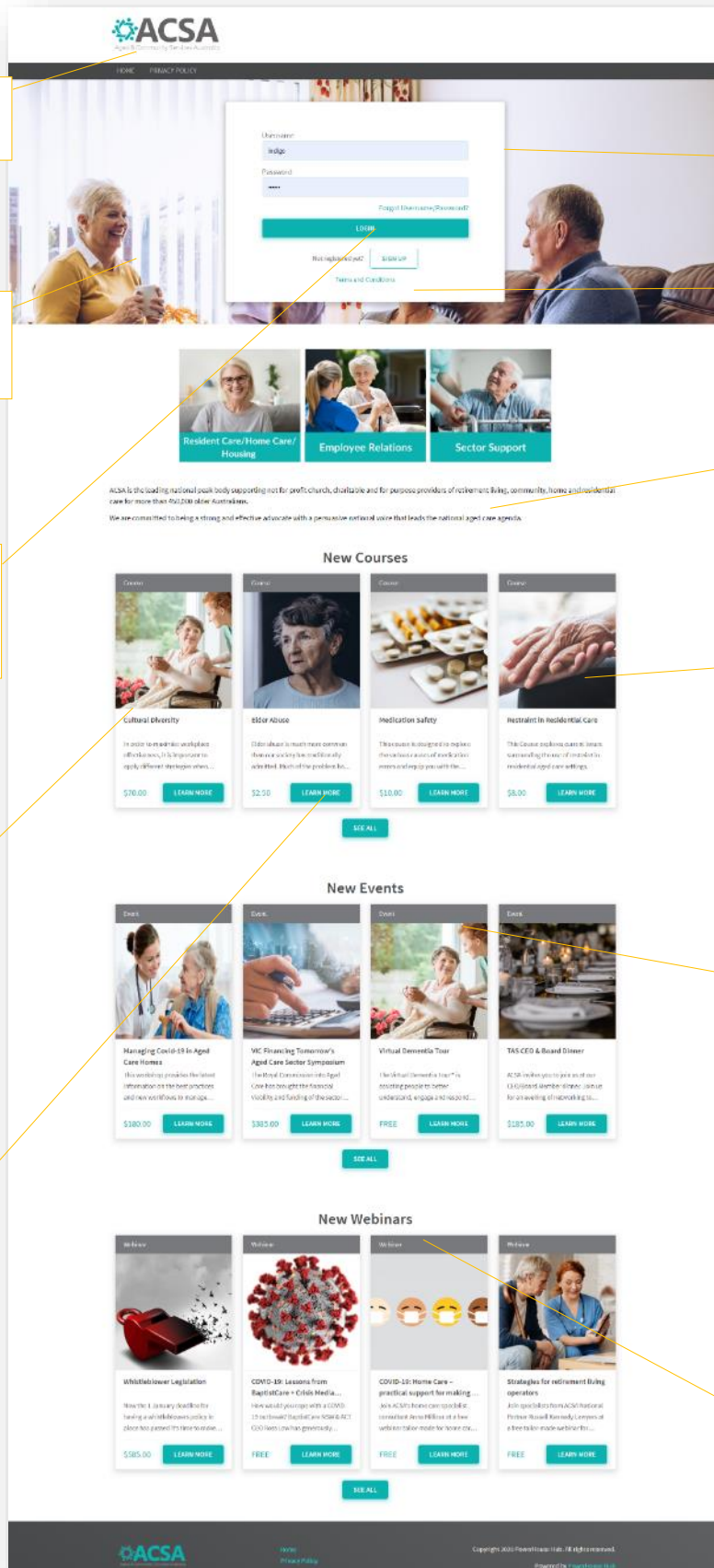
PowerHouse Talent presents an extensive range of SaaS modules, tools and features to allow you to manage your own portal.

3.1 PowerHouse Talent Login Options

The PowerHouse Talent Product has a range of prebuilt login pages that can be assigned to your version of the portal.

 <p>The screenshot shows the 'Standard Login' page. At the top, there is a navigation bar with links: 'HOME', 'ABOUT US', 'CONTACT US', 'SUPPORT', 'FAQ', 'PRIVACY POLICY', 'TERMS & CONDITIONS', 'PROFESSIONAL DEVELOPMENT', 'LEARN MORE', 'CONTACT US', and 'SUPPORT PAGE'. The main content area features the PowerHouse Talent logo and a login form. The form includes a 'Username' field with a placeholder 'Email or phone number', a 'Password' field with a placeholder 'Password', and a 'Forgot your password?' link. Below the form are 'LOGIN' and 'SIGN UP' buttons. A 'Remember me' checkbox is also present.</p>	<p>Standard Login</p> <p>This version allows your employees to login to the portal using login credentials created in the PowerHouse Talent Product.</p> <p>Note we also offer SSO integration with your current systems.</p>
 <p>The screenshot shows the 'Contractor Login' page. It features two main sections: 'Are You A Contractor?' and 'Are You A Business?'. The 'Are You A Contractor?' section includes the text 'After your business has registered you can register' and three steps: 'Step 1: Download and fill in your contractor form', 'Step 2: Upload your personal details and take your photo', and 'Step 3: Review and agree with our terms and conditions'. Below this is a 'CONTRACTOR REGISTER' button. The 'Are You A Business?' section includes the text 'You must register first to allow your contractors to register' and three steps: 'Step 1: Create your business and obtain ABN', 'Step 2: Complete your business details', and 'Step 3: Review and agree with our terms and conditions'. Below this is a 'BUSINESS REGISTER' button.</p>	<p>Contractor Login</p> <p>This version allows your contracting businesses and contractors to self-register securely on your PowerHouse Talent Portal. Businesses register first and contractors locate their business and register.</p>
 <p>The screenshot shows the 'Visitor Log Book' page. It features the PowerHouse Talent logo and a 'Visitor Log Book' section. This section includes three buttons: 'SIGN IN', 'USE RETURNING VISITOR', and 'SIGN OUT'.</p>	<p>Visitor Login</p> <p>The Visitor Logbook allows visitors to use the portal to sign in and sign out to manage your visitor traffic.</p> <p>There is also the option for returning visitors to bypass the login.</p>

The Business Community Login with eCommerce



Custom web menu + master branding.

Banner to promote the different aspects of the business.

Allows for secure logon and self-registration for contractors.

Publish free external courses and content to your network.

Course Cart with eCommerce to sell courses to customers.

Secure login for your users.

Inbuilt self-registration page for your users.

Editable description of your training Home Page.

Profiled courses promoted to your home page.

Promotes events with or without eCommerce to your customers.

Promotes webinars with or without eCommerce to your customers.

3.2 PowerHouse Talent Employee / Contractor Dashboard

The Employee / Contractor Dashboard is personalised for each user and features only the assigned news, courses, surveys, events, webinars, jobs, learning programs and polls. Admin can enable or disable dashboard widgets and modules to customise menus dynamically.

The dashboard is a comprehensive interface for users, featuring a dark sidebar with navigation options and a main content area with various widgets. The callout boxes provide the following details:

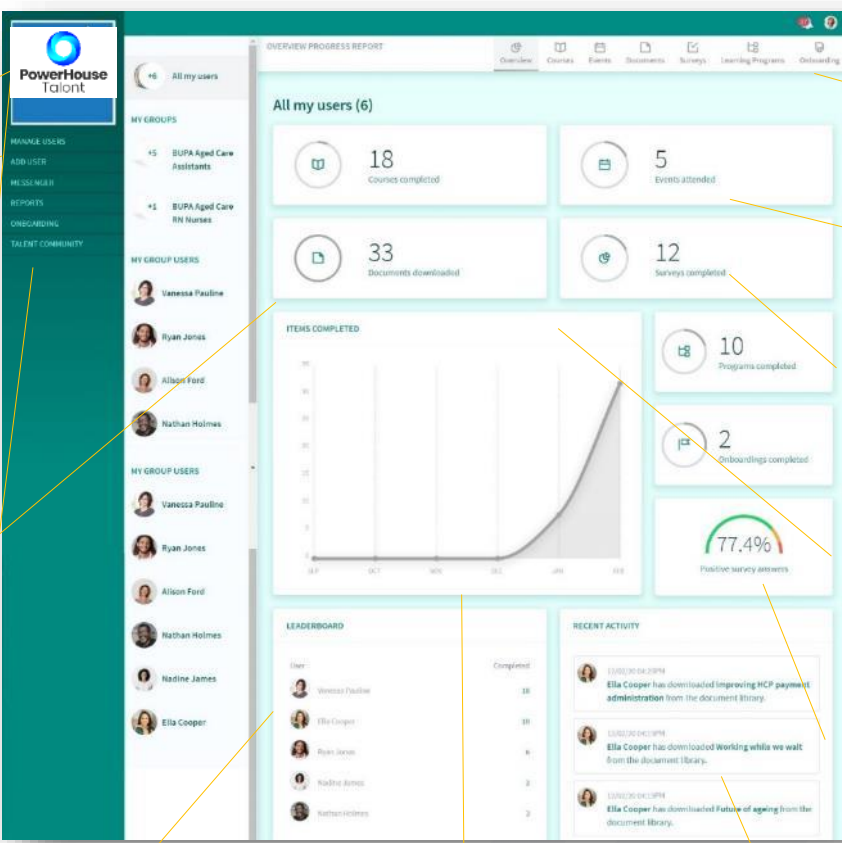
- Custom menu & dashboards in a Web Mobile App.** (Points to the sidebar)
- Links to the users ePortfolio for reflective practice.** (Points to the profile section)
- Link to employee profile and Workforce Wallet.** (Points to the profile section)
- Links to employee alerts and reminders.** (Points to the alerts section)
- Links to certificates achieved for the user.** (Points to the certificates section)
- Links to events and webinars assigned to the user.** (Points to the upcoming activities section)
- Links to business policies and documents.** (Points to the my onboarding section)
- Links to the company news stream by group.** (Points to the news section)
- Access to search, recent alerts and my profiles.** (Points to the top right navigation)
- Banner to profile latest news, courses, alerts** (Points to the top banner)
- CPD Program Overview** (Points to the CPD overview widget)
- CPD Widget: Online CPD courses for users** (Points to the professional development widget)
- Sequential learning programs for employees** (Points to the learning programs widget)
- Surveys to monitor employee motivation and engagement.** (Points to the learning programs widget)
- Dashboard Surveys to collect feedback on employees.** (Points to the learning programs widget)
- Links to employee mentoring.** (Points to the learning programs widget)

3.3 PowerHouse Talent Manager Dashboard

PowerHouse Talent allows admin to create an unlimited set of hierarchical employee and contractor groups. These groups can be imported from payroll or CRM systems and users are added dynamically. Admin can also add their own set of groups and sub-groups.

Employees and Contractors can be assigned to multiple groups where all assigned items are aggregated in a single user dashboard. Administrators can also create customer groups and assign these as subgroups to employee groups. This allows your business to assign content, surveys, news and events to your customers to build an integrated business community.

Managers are assigned to groups, and they are provided with Manager Dashboards to manage and monitor teams.



The screenshot shows the 'All my users (6)' dashboard. Key features include:

- Summary Cards:** 18 Courses completed, 5 Events attended, 33 Documents downloaded, 12 Surveys completed, 10 Programs completed, 2 Onboardings completed, and a 77.4% Practice survey progress indicator.
- Items Completed:** A line graph showing progress over time.
- Leaderboard:** A table listing users and their completion counts.
- Recent Activity:** A log of user actions like document downloads.

Callout boxes describe the following capabilities:

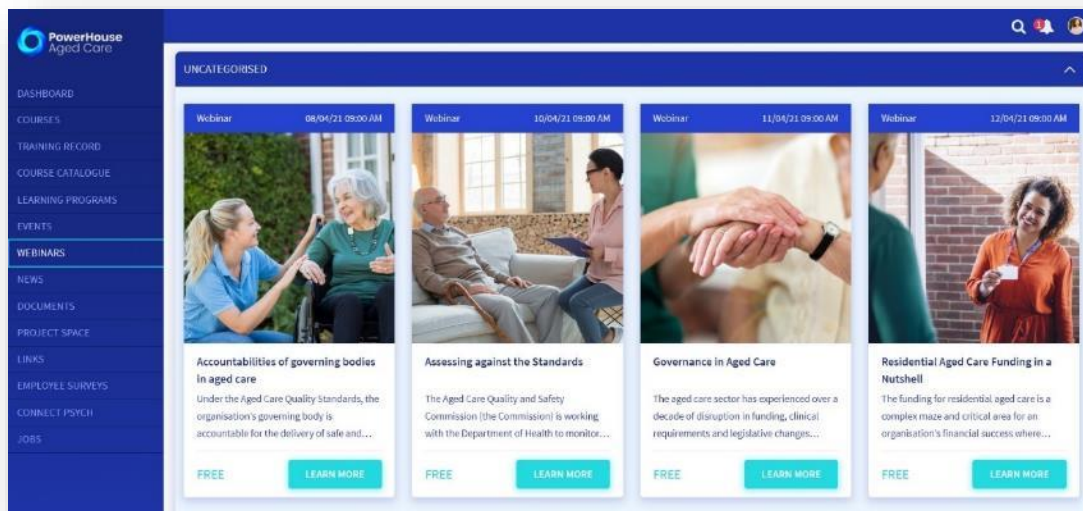
- The business can upload their brand to their business portal.
- Manager can add their own staff to their portal.
- Manager can add their own news to their portal.
- Manager can assign files to staff.
- Select an employee to view their individual progress.
- View the dynamic Leaderboard to see high achievers.
- License PH Recruit and advertise jobs for free and have a stream of available talent made available.
- Manager can onboard new employees.
- Manager can view real time visual reports on their staff.
- Manager can assign events to staff.
- Manager can build and assign courses to staff.
- Manager can assign surveys to staff.
- Summary of activity by group members.

3.4 Communication, Collaboration and Reporting

PowerHouse Talent features an extensive range of communication and collaboration tools to create an inclusive employee portal for your business. These tools include an integrated webinar module, streaming news engine, company broadcasts, employee and customer surveys and collaborative employee groups with messaging and file uploads. The system also sends a range of timely alerts to your employees and managers.

3.4.1 THE POWERHOUSE WEBINAR MODULE

The PowerHouse Webinar Module allows your Administrators to add the API and account details for your GoToMeeting account. The Zoom webinar API is also integrated into the platform. With this module, your Administrator can create unlimited webinars, by creating a new webinar, adding titles, descriptions, placeholder images, session times and presenters. eCommerce can be added to your webinar module to allow you to market and sell your events to your customers.



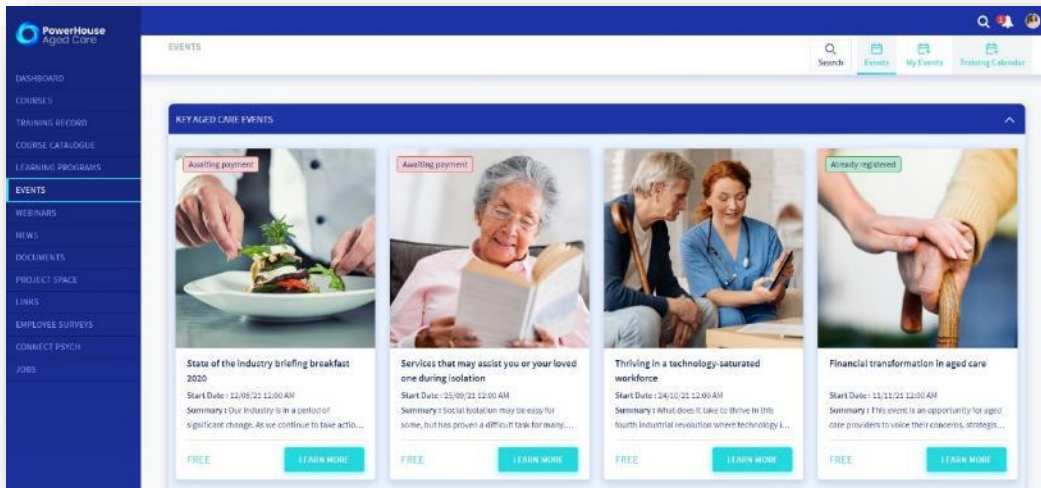
After creating a webinar, the activity is assigned to a group, a selection of groups or all groups. When an employee logs into the portal, the webinar is profiled on their dashboard and accessed via the Webinar menu. The employee or customer registers for the webinar and it is added to the training program and alerts are posted to prompt the user to join.

Webinar Certificates can be automatically distributed to users who have logged into an invited webinar and the information is recorded on the employee profile and training record. A stream of webinars (and face-to-face events) are displayed on the user’s dashboard.

3.4.2 THE POWERHOUSE EVENT MODULE

The PowerHouse Events Module allows your Administrators to create, market and sell unlimited courses that can be assigned to specific groups or pushed to the login page for external user to register for an event.

With this module, your Administrator can create events, by creating a new event, adding titles, descriptions, placeholder images, venues, session times, attendee limits, waitlists and presenters. All participants receive an attendance certificate after the event and their training records are automatically updated.

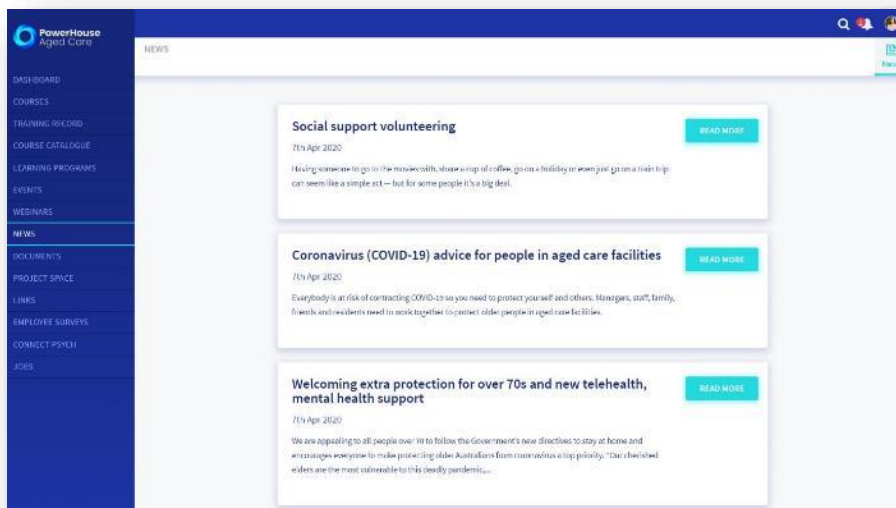


3.4.3 THE POWERHOUSE NEWS STREAM MODULE

Communicating and keep your employees and contractors updated with the latest news in your business is delivered by the PowerHouse News Stream Module. Administrators can create news categories and then publish news items which they can assign to a group, selected groups or broadcast to all groups.

The news items can feature text and images as well as all types of streamed media. For instance, you may wish to record an important message from your CEO regarding the business and post the news item to all employees.

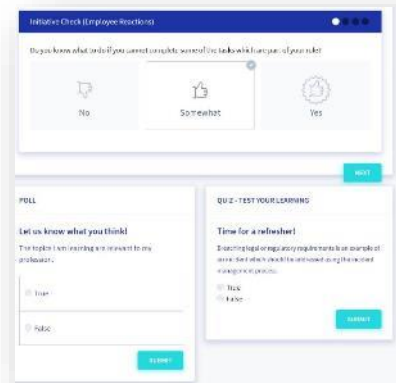
There is the option to add an email alert to any news items which sends an email with the opening sentences of the article with a live link to login to the porta to view the full article.



3.4.4 THE POWERHOUSE PREMIUM SURVEYS MODULE

The PowerHouse Premium Surveys Module features eight pre-published surveys that create real-time data on all employees (and customers) in the area of ENPS, Satisfaction, Mood Checks, Exit Interviews, Initiative and Risk Assessment (Hazards and Risk Profiles). Specific surveys can be assigned to different groups to create valuable qualitative and quantitative data on the voice of the customer and the voice of the employee.

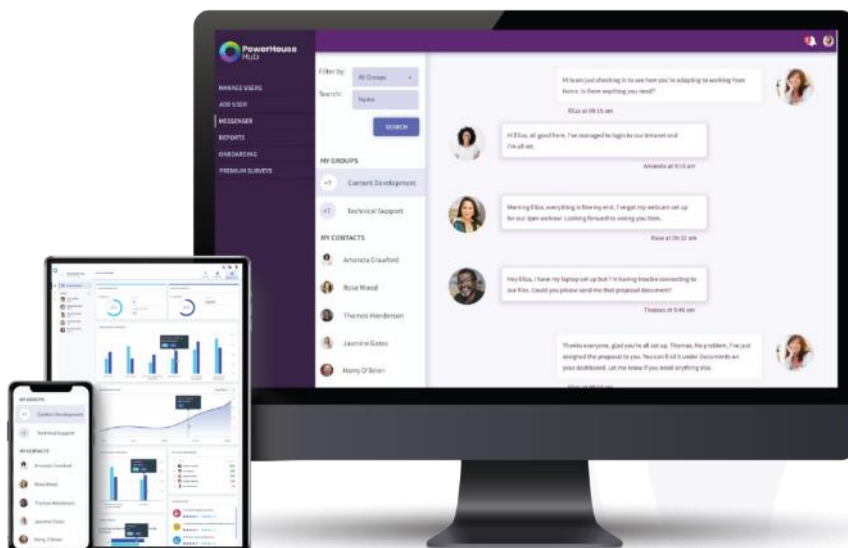
In addition, your Administrator can add daily or weekly polls and quizzes and assign these to employee dashboards to capture real-time data on your users. The reports module also you to filter and export your survey data at any time.



3.4.5 THE POWERHOUSE BUSINESS CHAT MODULE

The PowerHouse Business Chat Module allows user to create their own virtual workspaces to help them manage their business projects or communications. When enabled on the Employee / Contractor Dashboard, the user can:

1. Create a new group, invite other users on the network and create a space for users to chat on messenger and upload documents and files to enable them to collaborate.
2. Direct message a user that is live on the PowerHouse network.
3. Participate in a Manager chat portal where the communication is contextual to their group and their role in the group.



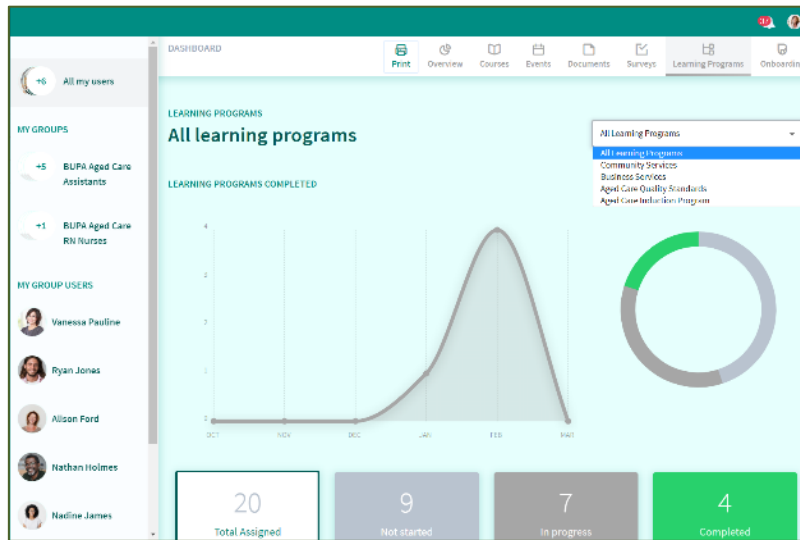
When enabled in the PowerHouse Manager Groups, team leaders can communicate freely with the teams. The can message individual team members, groups of members or broadcast messages to the entire team with documents.

The PowerHouse Business Chat Module is a powerful tool for managing online or remote work practices by ensuring that all communications and files that relate to a project are in one central place. The ability to

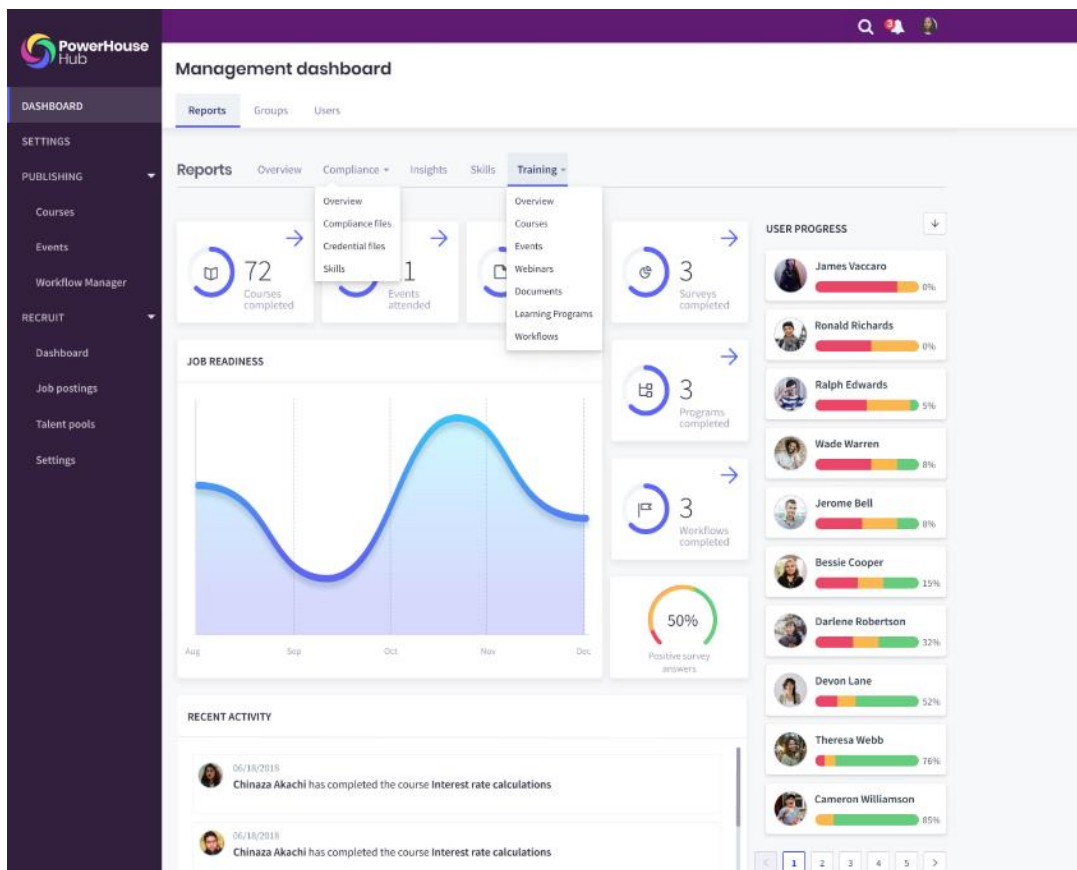
participate in multiple projects and receive contextual alerts improves staff productivity and efficiency and the transparency allows managers to monitor progress centrally.

3.4.6 DYNAMIC VISUAL DATA REPORTS

PowerHouse Talent features an extensive set of visual reports that feature in the Administrator and Manager Dashboards. Managers can access visual reports on a wide range of areas which can be filtered to allow real-time monitoring. These are featured below:



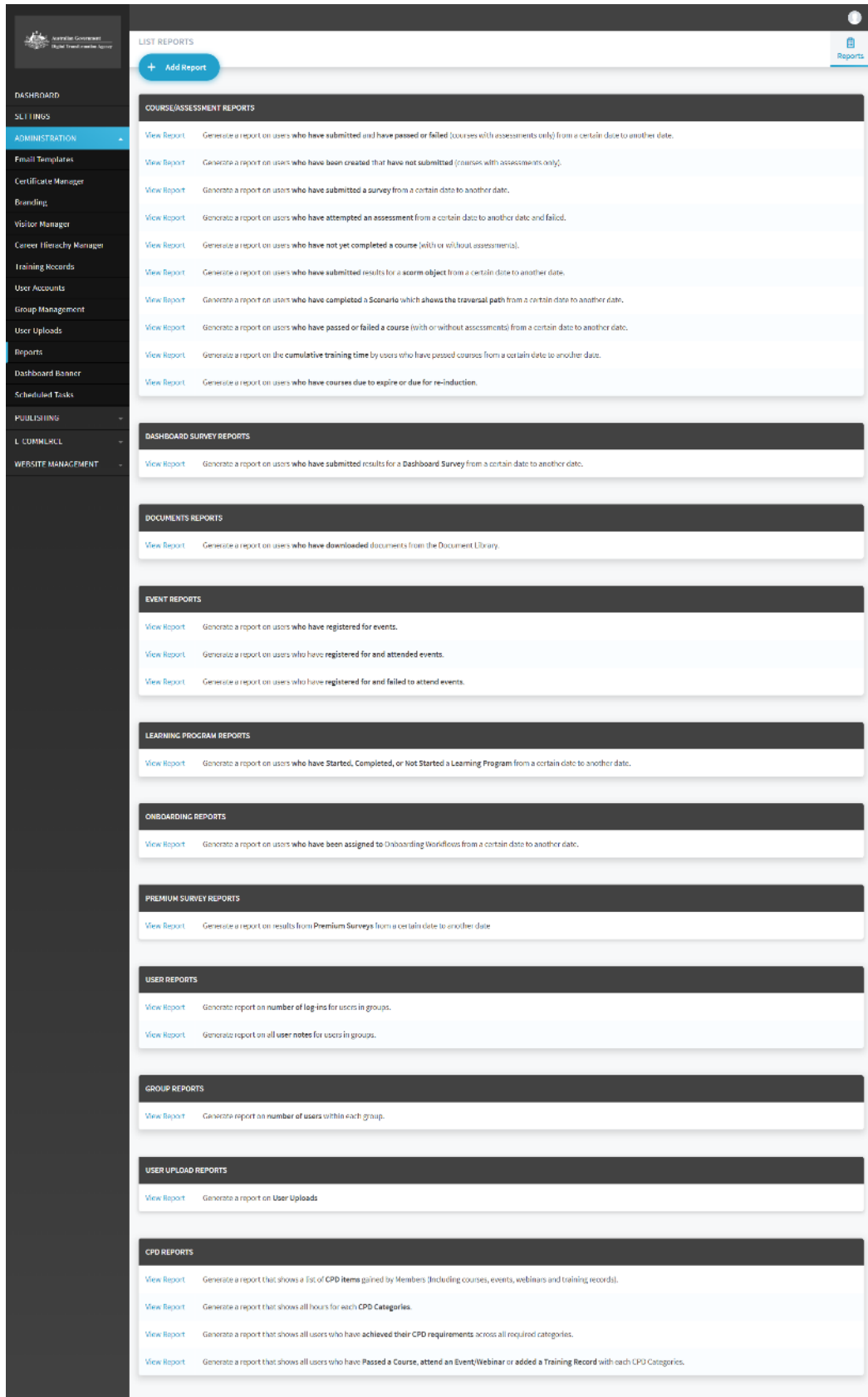
The PowerHouse Talent Reports Module also includes an extensive reporting and management platform for our employee and contractor onboarding process.



The PowerHouse Hub platform features extensive reporting on the Administrator Portal (to generate whole of company reporting) with the Manager Dashboards creating team-based reports.

The PowerHouse Hub platform features extensive reporting on the Administrator Portal (to generate whole of company reporting) with the Manager Dashboards creating team-based reports. Your administrator can use the extensive bank of pre-programmed reports to generate data on all aspects of your portal.

There is also the option for your administrator to Add a Report. This function allows the admin to select the report type and add their own custom filters and datasets to generate and save their own set of custom reports.



LIST REPORTS

[+ Add Report](#)

COURSE/ASSESSMENT REPORTS

- [View Report](#) - Generate a report on users who have submitted and have passed or failed (courses with assessments only) from a certain date to another date.
- [View Report](#) - Generate a report on users who have been created that have not submitted (courses with assessments only).
- [View Report](#) - Generate a report on users who have submitted a survey from a certain date to another date.
- [View Report](#) - Generate a report on users who have attempted an assessment from a certain date to another date and failed.
- [View Report](#) - Generate a report on users who have not yet completed a course (with or without assessments).
- [View Report](#) - Generate a report on users who have submitted results for a scorm object from a certain date to another date.
- [View Report](#) - Generate a report on users who have completed a Scenario which shows the traversal path from a certain date to another date.
- [View Report](#) - Generate a report on users who have passed or failed a course (with or without assessments) from a certain date to another date.
- [View Report](#) - Generate a report on the cumulative training time by users who have passed courses from a certain date to another date.
- [View Report](#) - Generate a report on users who have courses due to expire or due for re-induction.

DASHBOARD SURVEY REPORTS

- [View Report](#) - Generate a report on users who have submitted results for a Dashboard Survey from a certain date to another date.

DOCUMENTS REPORTS

- [View Report](#) - Generate a report on users who have downloaded documents from the Document Library.

EVENT REPORTS

- [View Report](#) - Generate a report on users who have registered for events.
- [View Report](#) - Generate a report on users who have registered for and attended events.
- [View Report](#) - Generate a report on users who have registered for and failed to attend events.

LEARNING PROGRAM REPORTS

- [View Report](#) - Generate a report on users who have Started, Completed, or Not Started a Learning Program from a certain date to another date.

ONBOARDING REPORTS

- [View Report](#) - Generate a report on users who have been assigned to Onboarding Workflows from a certain date to another date.

PREMIUM SURVEY REPORTS

- [View Report](#) - Generate a report on results from Premium Surveys from a certain date to another date.

USER REPORTS

- [View Report](#) - Generate report on number of log-ins for users in groups.
- [View Report](#) - Generate report on all user notes for users in groups.

GROUP REPORTS

- [View Report](#) - Generate report on number of users within each group.

USER UPLOAD REPORTS

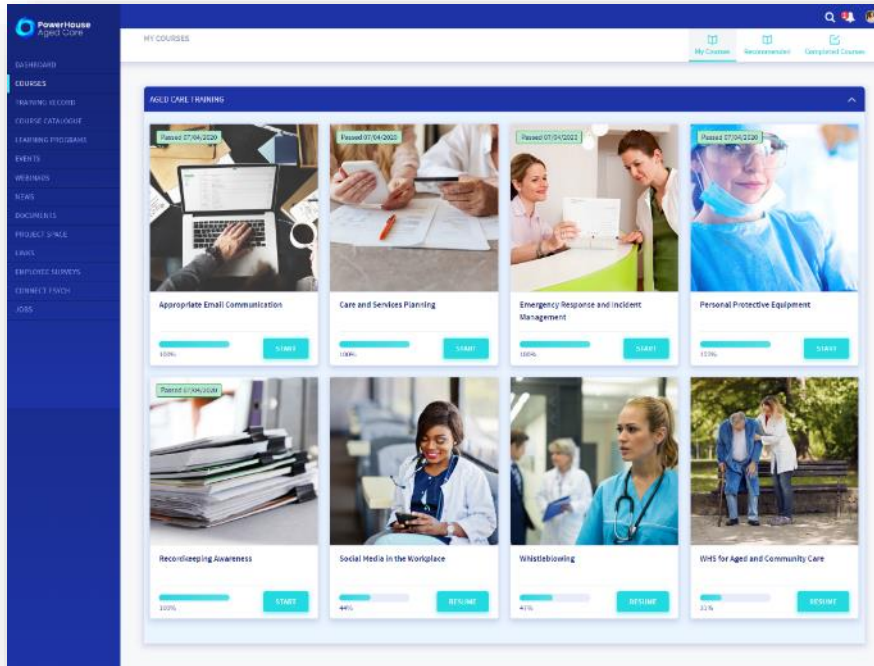
- [View Report](#) - Generate a report on User Uploads

CPD REPORTS

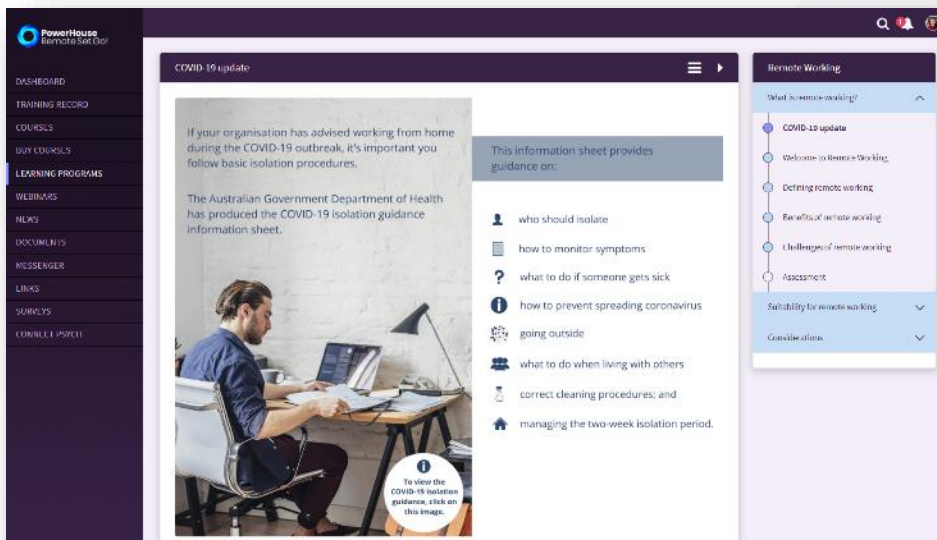
- [View Report](#) - Generate a report that shows a list of CPD items gained by Members (including courses, events, webinars and training records).
- [View Report](#) - Generate a report that shows all hours for each CPD Categories.
- [View Report](#) - Generate a report that shows all users who have achieved their CPD requirements across all required categories.
- [View Report](#) - Generate a report that shows all users who have Passed a Course, attend an Event/Webinar or added a Training Record with each CPD Categories.

3.5 PowerHouse Content Publisher

The PowerHouse Talent product features a comprehensive authoring platform which allows administrators to plan, manage the creation and editing of courses. The Content Publisher allows you to create and edit courses within your browser. Once saved, the course is instantly viewable for any learners who have access to the course.

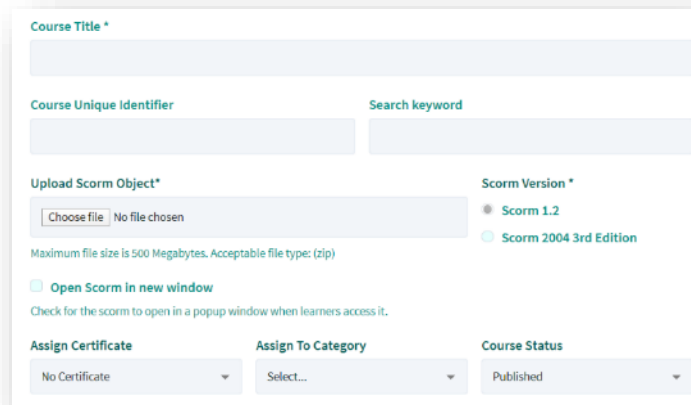


Each course presents in html5 format to ensure accessibility from all connected devices and displays a right-hand menu that expands and collapses and retains page last visited.



The PowerHouse Content Publisher supports open standards and publishes content in HTML5 format which delivers seamlessly to all mobile devices. You can produce unlimited courses and digital content files and add these to your groups or sell these online to your customers.

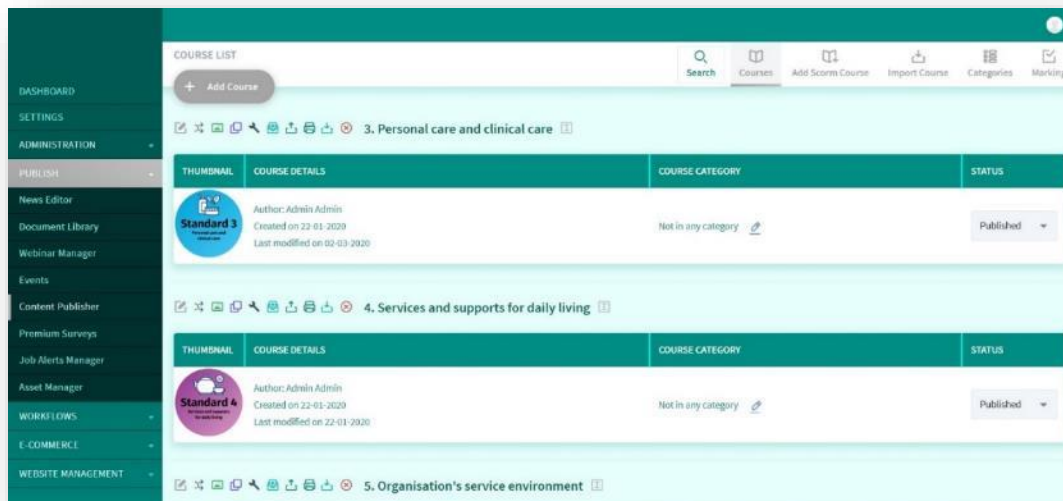
The Content Publisher is SCORM compliant and allows your course developers to import an entire SCORM courses (1.2 or SCORM 2004). In addition, they can create a course, add pages and add SCORM objects to the individual pages in a course. Your developers can create courses in Articulate, Captivate, Storyline or all other web editors, export in SCORM format and import seamlessly into the Content Publisher.





The screenshot shows a form for creating a course. It includes fields for Course Title, Course Unique Identifier, and Search keyword. There is an 'Upload Scorm Object*' section with a 'Choose file' button and a note that the maximum file size is 500 Megabytes. The 'Scorm Version*' is set to 'Scorm 1.2'. There is a checkbox for 'Open Scorm in new window'. Below that are dropdown menus for 'Assign Certificate' (set to 'No Certificate'), 'Assign To Category' (set to 'Select...'), and 'Course Status' (set to 'Published').

The Content Publisher is deployed with the latest version of the CKEditor WYSIWYG platform. This editor allows you to deliver in your content in over 70 languages with default customisations.

When you create your own course or digital content you can add video, animations, images, texts, hyperlinks and most forms of multimedia to the page. These will stream for the end users. Your developers can add pre-tests, section tests and post-tests to generate assessment data. They can also add full surveys to all content and courses. They can assign certificates, set pass-rates, randomise responses, use question banks, assign to categories and complete assessments online for short answer questions.



The screenshot shows the 'COURSE LIST' interface. It features a sidebar with navigation options like Dashboard, Settings, Administration, Publish, News Editor, Document Library, Webinar Manager, Events, Content Publisher, Premium Surveys, Job Alerts Manager, Asset Manager, Workflows, E-commerce, and Website Management. The main area displays a table of courses with columns for Thumbnail, Course Details, Course Category, and Status. Two courses are visible: '3. Personal care and clinical care' and '4. Services and supports for daily living', both created by Admin Admin and published.

THUMBNAIL	COURSE DETAILS	COURSE CATEGORY	STATUS
	Author: Admin Admin Created on 22-01-2020 Last modified on 02-03-2020	Not in any category	Published
	Author: Admin Admin Created on 22-01-2020 Last modified on 22-01-2020	Not in any category	Published

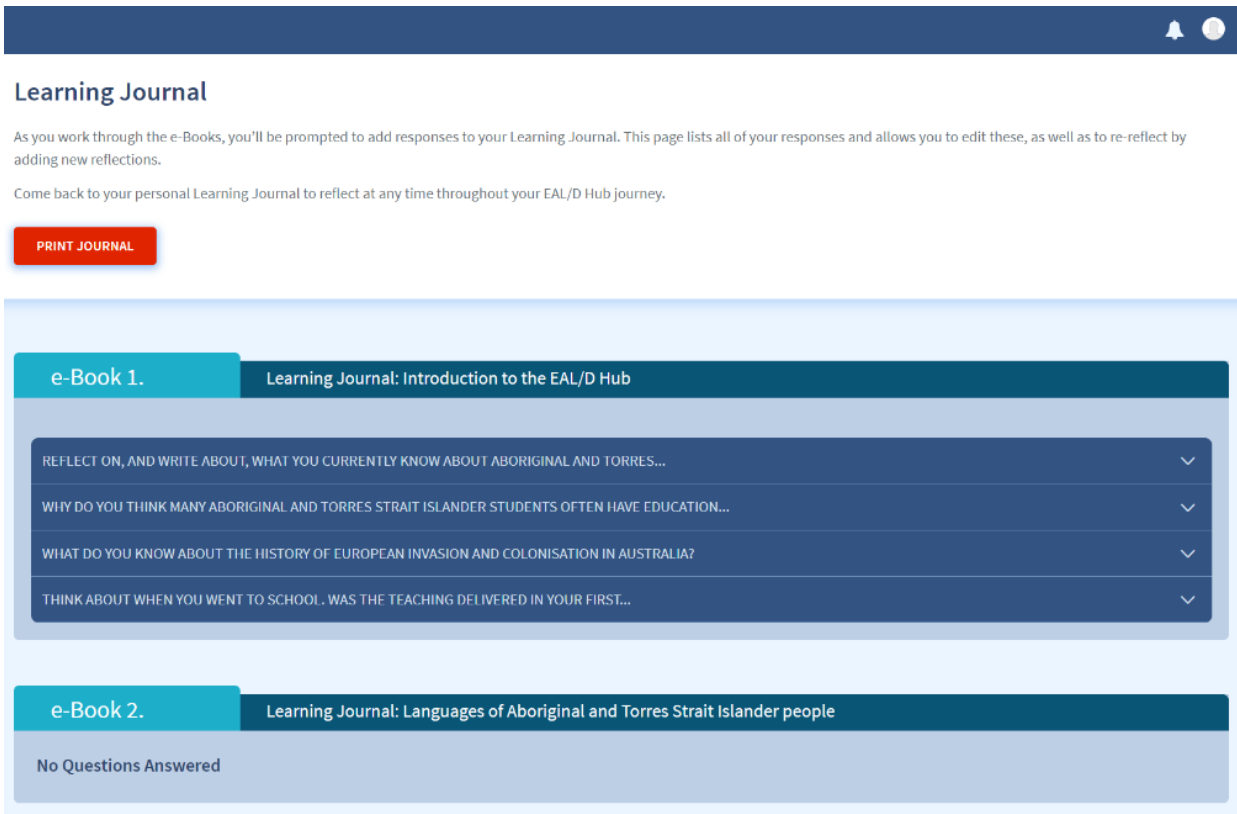
After publishing a course, your administrators can set course expiration and re-induction schemas and add automated reminders which are emailed to all assigned users.

You can add a range of elements to your course, including images, streamed videos, content templates, accordions, tabbed sliders, panels, wells, bullet-point lists, links, downloads and so much more.

3.6 The Reflective Journal

The Reflective Journal can be enabled by the administrator to feature on the user’s dashboard. When a survey with open text questions is added to a course or digital content, the entry is automatically added to the user’s Reflective Journal.

When the user completes their initial response to a survey question, the response is automatically added to the journal as a dated entry.



Learning Journal

As you work through the e-Books, you'll be prompted to add responses to your Learning Journal. This page lists all of your responses and allows you to edit these, as well as to re-reflect by adding new reflections.

Come back to your personal Learning Journal to reflect at any time throughout your EAL/D Hub journey.

[PRINT JOURNAL](#)

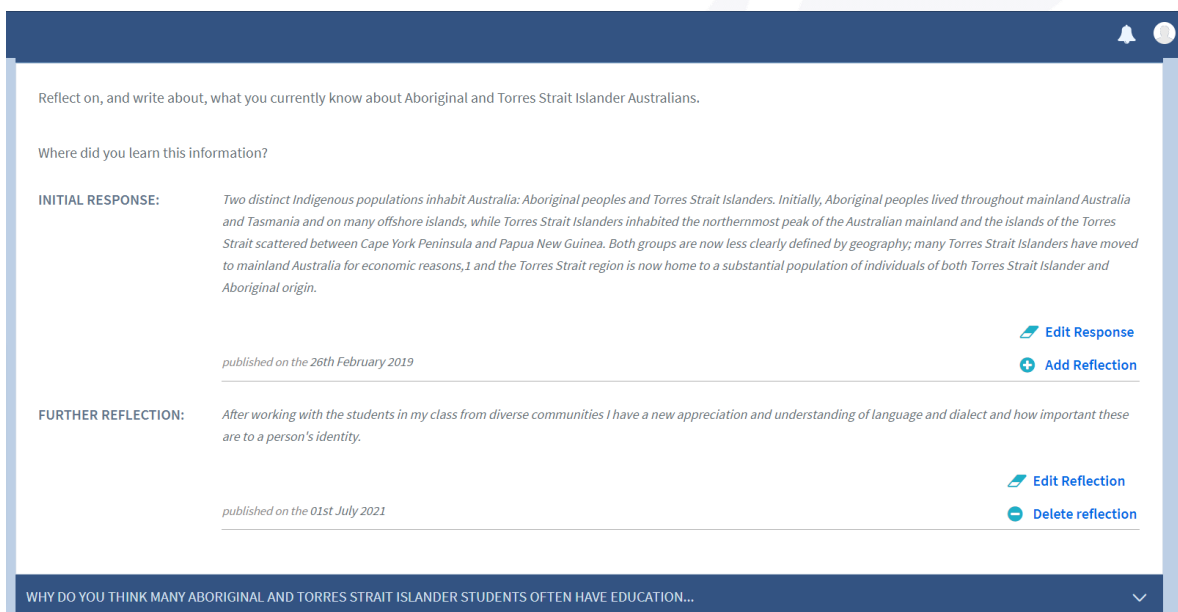
e-Book 1. Learning Journal: Introduction to the EAL/D Hub

- REFLECT ON, AND WRITE ABOUT, WHAT YOU CURRENTLY KNOW ABOUT ABORIGINAL AND TORRES...
- WHY DO YOU THINK MANY ABORIGINAL AND TORRES STRAIT ISLANDER STUDENTS OFTEN HAVE EDUCATION...
- WHAT DO YOU KNOW ABOUT THE HISTORY OF EUROPEAN INVASION AND COLONISATION IN AUSTRALIA?
- THINK ABOUT WHEN YOU WENT TO SCHOOL. WAS THE TEACHING DELIVERED IN YOUR FIRST...

e-Book 2. Learning Journal: Languages of Aboriginal and Torres Strait Islander people

No Questions Answered

In the journal, the user can view the initial response and edit as required. They can also add another reflection to their initial observation, and this added to the transcript. This can be repeated as needed.



Reflect on, and write about, what you currently know about Aboriginal and Torres Strait Islander Australians.

Where did you learn this information?

INITIAL RESPONSE: *Two distinct Indigenous populations inhabit Australia: Aboriginal peoples and Torres Strait Islanders. Initially, Aboriginal peoples lived throughout mainland Australia and Tasmania and on many offshore islands, while Torres Strait Islanders inhabited the northernmost peak of the Australian mainland and the islands of the Torres Strait scattered between Cape York Peninsula and Papua New Guinea. Both groups are now less clearly defined by geography; many Torres Strait Islanders have moved to mainland Australia for economic reasons,¹ and the Torres Strait region is now home to a substantial population of individuals of both Torres Strait Islander and Aboriginal origin.*

published on the 26th February 2019

[Edit Response](#) [Add Reflection](#)

FURTHER REFLECTION: *After working with the students in my class from diverse communities I have a new appreciation and understanding of language and dialect and how important these are to a person's identity.*

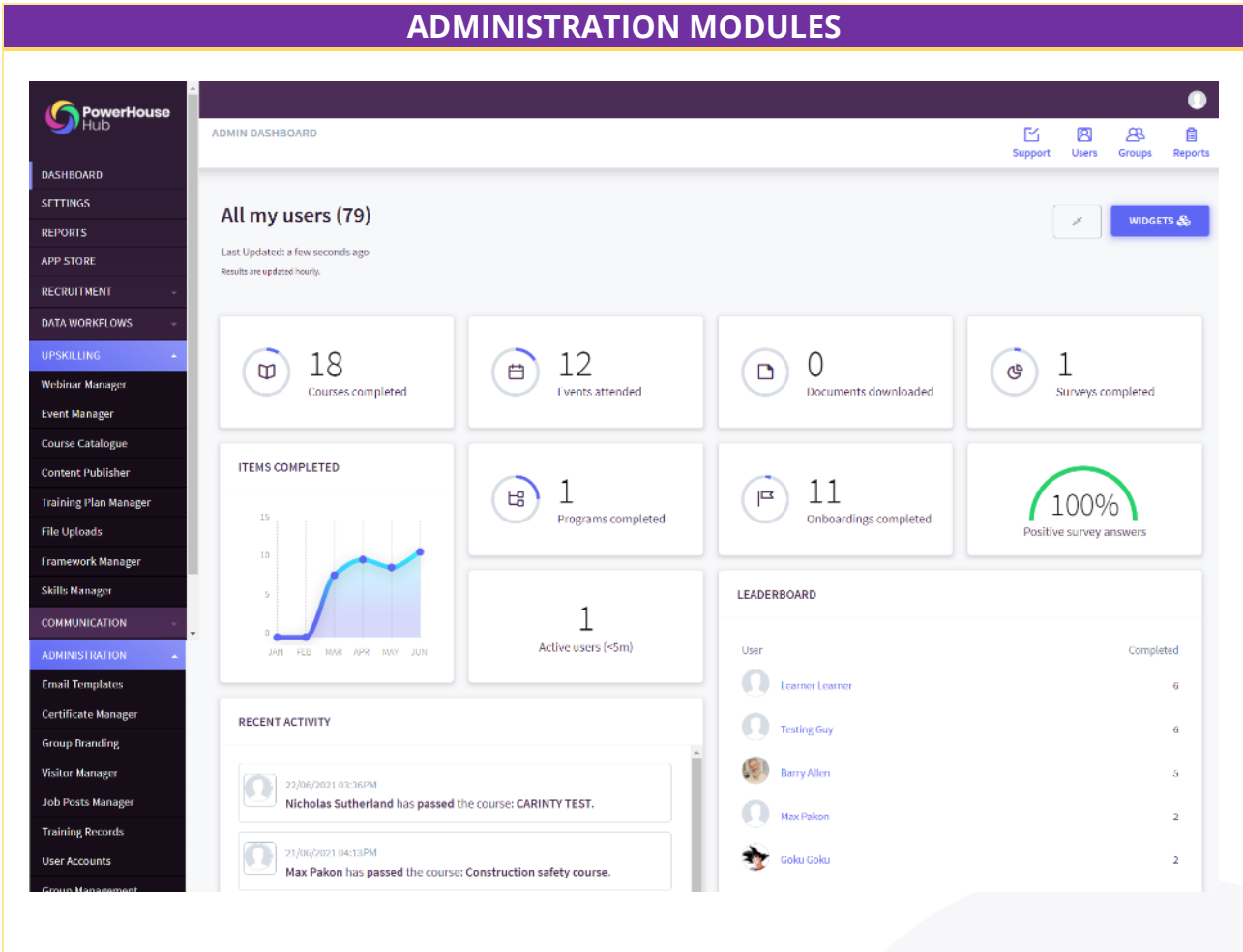
published on the 01st July 2021

[Edit Reflection](#) [Delete reflection](#)

WHY DO YOU THINK MANY ABORIGINAL AND TORRES STRAIT ISLANDER STUDENTS OFTEN HAVE EDUCATION...

3.7 PowerHouse Talent Administrator Dashboard

The PowerHouse Talent Administration Dashboard provides access to the SaaS modules, settings and features to all for self-administration of your portal.



MODULE	DESCRIPTION
Email Templates	Provides a list of over 30 email alerts that are sent by the system. The module allows admin to select an email template and edit the text that will be sent to their users.
Certificate Manager	The Certificate Manager provides a pre-made template that allows admin to publish unlimited certificates (course, event webinar etc) and add customised text and images.
Branding Manager	The Branding Manager allows admin to create a new brand and upload the logo associated with the brand. The brands can then be assigned to specific groups.
Visitor Manager	The Visitor Manager module allows admin to create temporary account for users who require site-specific induction courses. Provides extensive reporting on visitors.
Jobs Manager	The Jobs Manager allows admin to publish internal jobs with job descriptions which can be assigned to specific groups. Jobs are presented to users in Job Categories.
Training Records	The Training Records Module allows admin to view a list of all users that have uploaded evidence of external training events that can be viewed and approved.
User Accounts	The User Accounts displays a list of all users with edit, delete and auto-login capability. Extensive set of tools to import, export, search, buy more users and set permissions.
Group Management	Group Management allows admin to add groups and sub-groups and assign branding, users, courses, events, news, webinars, documents and course catalogue items.
Compliance Records	Compliance Records allows admin to set the parameters for the record by adding items for the user to complete and upload. Admin can search and set categories for records.
Reports Manager	Reports Manager allows admin to select a pre-loaded report and generate a data export. Features 17 reports and admin can create and save their own custom reports.

Dashboard Surveys	Dashboard surveys allow admin to create and publish custom quizzes and / or polls that can be assigned to specific groups and displayed on the user dashboard in the groups.
Dashboard Banner	Dashboard Banner allows admin to create a series of image banners that promote key items to users in specific groups. Banners can be linked to courses, activities, links.
Business Connect	The Business Connect module, when enabled, allows users and managers to create their own collaborative groups with invitations, file uploads and multi-directional messaging.
Scheduled Tasks	Scheduled Tasks provides a list of pre-programmed tasks that admin can view, select and click enable to Run Now. Admin can view logs and disable specific tasks.

PUBLISH MODULES

News Editor	Publishes news items to groups with the ability to include multimedia, images and links in each item. Has the option to send an email with news summary to users.
Document Library	Allows admin to upload a range of file types and set a launch and expiry document for each file. Admin creates document categories and assigns documents to specific groups.
Webinar Manager	Integrates with the GoToMeeting API to deliver integrated webinars that can feature a description, eCommerce for registration Webinar Categories and assigned to groups,
Events Manager	Comprehensive event management system that creates events in categories with inbuilt registration, attendance tracking, eCommerce and waitlist functionality (assigned to groups).
Content Publisher	SCORM compliant content publisher that allows the admin to create unlimited courses with multimedia, page templates, assessment, alerts and surveys. Courses assigned to groups.
Premium Surveys	Features eight pre-published surveys that create data on all users in the area of Mood Checks, ENPS, Satisfaction, Exit, Initiative, Risk Assessment (Hazards and Risk Profiles) surveys.
Asset Manager	The Asset Manager allows Administrators and Content writers to upload assets in their own folder structure to the portal database to allow them to be published in courses, news etc.
Skills Manager	The Skills Manager allows Administrators to add core skills that relate job role in the business. The module allows you to publish unlimited skills in customised categories.
File Uploads	The File Uploads Manager allows Administrators to upload compliance, skills and credential file types that a user would upload to their Workforce Wallet.
Framework Manager	The Framework Manager allows Administrators to publish frameworks or job roles and assign specific core skills, compliance and credential files that produce work ready shields.

WORKFLOWS

Learning Programs	Allows admin to publish unlimited training programs which feature titles, descriptions, multiple courses, assessment and the option to include prerequisites and assign to groups.
Pre-Screen	After licensing PowerHouse Recruit, admin can assign dedicated pre-screening workflows to candidates that have applied for job roles. Data writes to Workforce Wallets.
Onboarding	Allows admin to create onboarding workflows which feature text, multimedia, induction courses, file uploads, user registration, police checks etc. Data writes to Workforce Wallets
General	The General Workflow allows admin to create role specific workflows that can be used during appraisal or performance reviews to capture data and records.

COURSE CATALOGUE

Course Catalogue	Allows Admin to create courses and assign these to the catalogue with marketing and prices to sell content to their end users. Admin can apply discount codes and track payment data.
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WEBSITE MANAGER

Web Content Editor	Admin can use the Web Content Editor to add menus, pages and content to their login pages. Sitemaps can be submitted to search engines and SEO data can be added to pages.
Banner Manager	Admin can use the Banner Manager to add marketing banners to their login pages which include image uploads, caption settings and transition types with timing.

Refer to the PowerHouse Talent User Guide for additional functionality and plugins

3.8 Key PowerHouse Talent Key Modules

The PowerHouse Talent Platform Settings allows your Administrator to control, monitor and update the various controls on the portal. The Platform Settings menu is displayed below:

ADMINISTRATION SETTINGS			
 <p>Email Setting for the Email Addresses used on the site.</p>	 <p>Includes Setting for including custom elements like Analytics into pages.</p>	 <p>Styling Settings for site branding, logos and colours.</p>	 <p>CPD Enable or disable CPD functionality and configure the hourly award and reset dates.</p>
 <p>Licensing View the number of users being used on the site.</p>	 <p>Payments On this page you update the tax and payment settings used on the site.</p>	 <p>Site On this page you update the settings for the Site Address.</p>	 <p>System Settings for site related information.</p>
 <p>API Application Programming Interface.</p>	 <p>Messenger Control settings for the Messenger module.</p>	 <p>Menus On this page you can enable or disable the available menus.</p>	 <p>Modules On this page you can enable or disable the available modules.</p>
 <p>Indigo Settings for the only internal use.</p>	 <p>About View details about your platform.</p>		
SETTING	DESCRIPTION		
Email	The email setting allows the Admin to add the email address as the sender for every email generated from the site. If site is being tested, there is the control to re-route all emails to Admin. There are also the site labelling fields.		
Includes	Admin can add links to CSS stylesheets and JavaScript files to customise fonts and provide additional functionality. There is the option to Google Analytics scripts to each section below. Google Analytics enable you to track individual page visits and trending data from users		
Styling	Admin can use the Styling setting to fully customise their portal by uploading logo formats for login pages and dashboards, upload images for homepage backgrounds, upload custom browser icons and set the colour schemas for the site		
CPD	Admin can enable or disable Continuing Professional Development (CPD) settings for the site. When enabled, the Admin can activate ecommerce by setting the price per 1 hour of CPD. There is also the option to set the annual refresh date for CPD.		
Licensing	Admin can use the licensing setting to view the total number of pre-purchased users. It also presents a table that displays the number of active and disabled users by user type. Admin can select, purchase more users to order additional user accounts for their portal.		
Tax	During set-up, Administrators can select the tax settings for their country. They can enter the currency symbol, the tax descriptor and the tax rate that applies. There is the option to enable tax to be included on all purchases on the site.		
Site	Admin can set up the site name and this will be included on all emails sent from the portal. Countries and time zones are set in this area and the address of your business is also added. There is the option for Admin to enable site maintenance mode to drop the site.		
System	Admin can enable events to be purchased on the front end and they can set password options for all users. Lockout criteria can be set, XSS Security can be enabled, and LDAP integration can also be activated. Learner dashboards widgets and content protection can be enabled.		
Integrations	Admin can use the integration settings to activate the PowerHouse App Marketplace. An extensive range of Apps can be enabled including SAML 2.0 – Sign-On, Twilio SMS Notifications, WorkPro background checks, Care Advantage Suitability Assessments etc.		
Menus	Admin can access the menus for the Learner (end user), Manager, Business, Visitor and Manager and reorder the sequence of the modules. Admin can set the Home Page for each user type and use the edit functionality to change the menu titles for the portal.		
Modules	Admin use the Module Setting to review all available modules for each user type including Learner (end user), Manager, Business, Visitor and Admin. Admin can toggle the settings to enable or disable each module.		