LSIS Leadership in Technology (LIT) grant based intervention

Case study template

Provider name & contact details	Alder Training Limited Alder House Central Drive Sandfield Park Liverpool L12 2AR www.aldertraining.co.uk 0151 259 0264
LIT Project title	Alder E-Learning
Project summary : - Include the particular area for improvement that has been tackled through the effective deployment of technology	The project was to create an e-learning platform for learners. This platform was going to store learning resources specific to each individual. It was also going to support learner communication, leading to improved retention and achievement. The platform was to be integrated into our learner database and our intranet to reduce internal bureaucracy and associated additional costs.
What were the aims of the project?	The aims of the project: - Improve flexibility of delivery - Improve learner communication - Provide learning resource for learners - Provide ability to send / receive work outside of scheduled visits / sessions - Faster learner progress - Improved success rates
What did you do and how did you do this? What role did your mentor play on your LIT project? What have been the key benefits from the input of your mentor? What was the benefit of the support that you received from your	We set up a project team to manage the project. The team included three members of the Senior Management Team and our Resources Manager. The team worked with our mentor, Nick Holland, to design the site. Once an outline and the drawings of the site had been completed, the team gave the green light for work to begin on the construction. During the construction phase, we met Nick regularly (weekly to begin with, moving to fortnightly). Nick and the team also met with our IT partners to discuss integration with existing systems and data transfer between sites. We met with our LSIS critical friend to discuss the project. This gave us more good ideas regarding the e-learning site, the content of the learning materials, how best to gather learner feedback, how to pilot the project and then how to launch the system effectively. It also gave us the opportunity to refine the

LSIS Associate?	project and split it into two phases – Phase 1 (up to March 2011) and Phase 2 (May 2011) We fed these ideas into the project, amended the action plan and focused our activity. The project was running well until we faced a series of interruptions to the process which have been discussed with the LSIS critical friend. We focused our activity on one area of training provision, Dental Nursing Advanced Apprenticeship, to pilot the system with. We have engaged the Dental Nursing Team in the project and have developed a good range of high quality learner resources for the e-learning site. The e-learning system is now integrated with our intranet, Aldernet. Staff training has taken place with the Dental Nursing team. We are now ready for Phase 2 - to pilot the site with learners.
What has been the impact and benefit of the LIT capital grant to your project? What did the project cost, including LSIS funding?	Although the full outcomes have not been achieved due to splitting the project into two phases, it has already achieved some very positive outcomes. To date, the project has achieved the following: - Well-designed and functional e-learning system in place. - E-Learning system now fully integrated with existing systems and databases, with secure data transfer protocols in place. - Good range of learning materials produced and uploaded onto the system (with additional resources currently being produced) - Improved use of IT in the delivery of learning The total cost of the project to date has been £15,000. Once the system is fully rolled out to all staff and learners, we expect this cost to reach £20,000.
What has been the impact of your LIT project on your organisational improvement strategy? What were the benefits of your LIT project? What were the savings to your organisation? How did you	Although the project has yet to be fully implemented, it has already had a major impact on our organisation and the way we think. • Through both the initial grant and the capital grant, the project has significantly enhanced our IT capacity and our developed our thinking about IT solutions. • Our IT infrastructure is much improved. Our systems are now fully linked to each other and communicate much more effectively between themselves. • Our delivery methods will now include IT and element of e-learning, starting with Dental Nursing Advanced Apprenticeships. At this point, the savings cannot be quantified as we have yet to complete phase 2. The project has also had an impact on the wider sector • By working with local IT partners, who also work with other

calculate them?	training providers, we have helped developed expertise in the marketplace.
	• Once the project is fully completed, we will showcase it among local provider networks.
	• The addition of an e-learning system to our delivery methods, meaning increased learner and employer flexibility, will mean employer expectation of other training provision will be raised.
What were the lessons learned? What tips do you have for other providers? How will you disseminate effective practice to others in the sector?	Lessons learned during this project included: • We were too ambitious in the first instance, trying to complete the project within a few months. The initial meeting with our critical friend helped focus the project onto more achievable targets. • The project team were too involved in other key areas of the business. The project stalled due to Ofsted, TQS and building issues, mainly due to the team we selected. The team comprised three members of the SMT and the Resource Manager – all of whom were heavily involved in the issues that delayed the project. • We didn't build in enough time to allow for external partner capacity issues. We expected partners to respond to requests instantly and then to have the solution immediately. Tips for other providers revolve around the lessons we learned, namely: • Don't be too ambitious with the scale of the project – be realistic! • Build more time than you believe necessary into the project team's workload to enable the project to continue despite any unforeseen circumstances. • Don't expect your IT partners to respond to your requests instantly – they have other business issues to consider. Build this time into your plan. The project will be disseminated through the provider and sector networks that we attend. We will also hold employer events to alert them to the system.
Provide a quote on your experience of the LSIS LIT project. Are you happy for us to use this and your contact details for marketing and	The LSIS IT project has really helped us develop our IT capacity and capability and will stand us in good stead for the years ahead. Thanks for all of your support! We are happy for this and our contact details to be used in any marketing and/or publications.

publications?	
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