



TALENT MANAGEMENT FOR TRANSPORTATION

The Cost of Compliance

Transportation organizations are responsible for tens of millions of travelers every day. Learning and development professionals and compliance officers must ensure that both employees and the external staff of companies that support their business comply with national and international regulations. There are a number of challenges to overcome, such as:

- Tracking of competencies and certification levels for thousands of employees across the organization
- Man hours and revenue lost while conducting required recertification in classrooms
- Conducting and processing on-the-job or supervisory assessments
- Requirements for regulatory compliance for safety and maintenance training programs as well as Evidence Based Training (EBT)
- Lack of a 360° view of people compliance due to diverse processes and multiple systems
- Adherence to regulations set by FAA, IMO, MARPOL, and other regulatory bodies

NetDimensions Solutions

Electronic Training Records

Training records must be inspection-ready, whether they are stored as paper-based or electronic records. When preparing for an inspection, a significant amount of time will be spent checking that records are current and agree with applicable Standard Operating Procedures (SOPs), and more importantly, Evidence Based Training (EBT) and safety training programs.

NetDimensions Learning has secure system controls to prevent unauthorized access and to maintain data integrity and data accuracy at all times. NetDimensions' electronic records are updated in real time for proactive compliance reporting. They are also quick and easy to access and report on, allowing you to be inspection-ready.

Learning on the Go

Access to Internet and limited cellular coverage present a major challenge for employees that need to learn and be assessed while in the air, on the road or at sea.

NetDimensions offers a multipronged learning approach with award-winning mobile solutions that work in both online and offline mode:

- **NetDimensions Talent Slate** is a native mobile application for on-the-job training and performance support. NetDimensions Talent Slate provides users with both online and offline access to learning materials and it is available on iPad® and Android™ tablets as well as on both iPhone® and Android™ smartphones.
- **NetDimensions mEKP** is an end-user version of NetDimensions' LMS, running independently from a USB flash drive. mEKP is a fully portable, platform-neutral learning environment that requires no installation or Internet connection.

Internal & External Training

Whether your organization is an internal training division or a 3rd party training provider, your goal is to provide the most advanced and comprehensive training programs that cover the fleet you operate or a wide spectrum of transportation operators, respectively.



Mobile crew assessments enable supervisors to evaluate employee performance in real time and while on the job, whether they are in the cockpit, airplane cabin, on deck, or in maintenance facilities.



With NetDimensions Talent Suite, you can ensure that pilots, cabin crew, engineers, ship officers and crew, or maintenance/repair operations personnel are not only qualified to operate, serve, or maintain equipment, but also have enough time to keep certifications and qualifications current.

NetDimensions Talent Suite allows you to set grace periods, monitor technical job profiles and competencies, and conduct high stakes examinations. It also supports e-signature workflows and audits to ensure training record integrity.

Recurrent Training & Certifications

NetDimensions Exams is a secure, high-stakes exam engine to test the understanding of SOPs and EBT programs, especially type-rating training, or any recurrent / recertification training.

NetDimensions Exams moves compliance from check boxes to actual knowledge assessments with a variety of exam formats, powerful workflows and unparalleled security.

NetDimensions provides the necessary APIs to link to a client's document management repository to provide a full audit trail (including electronic signatures) of who has done what, where and when in relation to training activity.

Mobile Crew Assessments

NetDimensions Talent Slate supports supervisor assessments for crew competencies or knowledge levels that can be performed on a mobile device. Results can be automatically synchronized with NetDimensions Talent Suite.

A Better Way to Travel

Aviation, cruise shipping and railway organizations can reduce costs and minimize time away from the job for training by using a single system that supports:

- ✔ Certification workflows such as grace periods, competencies and high-stakes exams
- ✔ Audit reporting and e-signature workflows
- ✔ Licensing and certification management for FAR 135, CAR 704, EBT, RSSB, and other regulations
- ✔ Industry standards such as AICC, SCORM, PENS, and IMS
- ✔ Mobility and interoperability with third party systems
- ✔ Delays in equipment training due to lack of content



NetDimensions Solutions (continued)

Mobile crew assessments enable supervisors to evaluate employee performance in real time and while on the job, whether they are in the cockpit, airplane cabin, on deck, or in maintenance facilities. With smart synchronization, NetDimensions Talent Suite remains the single system of record regardless of where assessments are completed.

Compliance Analytics

Best-in-class organizations take a proactive approach to compliance, rather than a reactive one. NetDimensions helps clients to meet the challenges of compliance management with:

- Competency-based compliance reporting that highlights current compliance levels and ongoing compliance risks, including the ability to drill down to specific departments, teams, and individual employees
- Compliance Analytics, a module in NetDimensions Learning that includes a set of out-of-the-box reports specifically for people and training compliance

- NetDimensions Analytics, a state-of-the-art talent analytics application with dashboards, visualizations, self-service reporting, scheduling and predictive analysis of learning, talent, compliance, HR, and operational data

Transportation Industry Content

NetDimensions offers a full library of 'off the shelf' workplace safety content. We can also create custom (bespoke) content to help employees stay compliant with FAA, MARPOL and other industry regulations, all integrated into our platform from a single source vendor.

Transportation Industry Clients

NetDimensions delivers talent management solutions and learning content solutions to transportation organizations worldwide, including:

- Cathay Pacific
- CAE
- Dragonair
- Finnair Flight Academy
- FlightSafety International

The NetDimensions Approach

NetDimensions is widely recognized for delivering a high level of client satisfaction. We understand that we are only successful if our clients are successful. Every interaction, from our conduct during the sales process, to our consulting and implementation services, to our account management and ongoing customer support, to our client advocacy programs, is wholly client-centric. This means that we don't believe in a "one-size-fits-all" solution.

Our Global Services team understands the challenges and compliance issues of the transportation industry. We are committed to work with you to understand your objectives, help you address the particular needs of your organization in the most effective way, and invest in making you successful.



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