

Welcome to IHRDC's Competency and Learning Management System

The Competency Assessment and Development process provides an easy way to assess one's current capabilities against specific competencies. Once the assessment is complete, a learning plan addressing identified competency gaps can be generated offering suggested training and technical resources to help fill those gaps.

Click to hide this welcome message

New to CMS Online?
PLEASE READ

Learning Curriculum

O&M Pathways Complete Stage

0 of 2 Completed

Mandatory Training

HES Roles

DUE IN 12 MONTHS

OVERALL STATUS: 100%

- Past Due
- 3 Months
- 12 Months
- 1+ Year

Competency Assessments

Mechanical Technician

Mechanical Technician 5 of 5 Completed	Maintenance Functional Core CUs 2 of 3 Completed	Office Functional Core CUs 3 of 3 Completed
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Competency Development Plan

Condition Monitoring - Static Equipment 1 of 2 Completed	Business Planning and Performance Measurement Pending Approval	Select New Competency Unit
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Version 4.8

CMS Online

Quarterly Release Notes

March 2018

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4.8 Feature Updates – Quarterly Update

Version 4.8 was released March 14, 2018 and includes four new feature updates to CMS Online.

- **Multi-Language Interface**

As an international company, we recognize the need to deliver applications in multiple languages and are making a huge step in that direction. We converted the main dashboard page to display in any one of sixteen different languages and gave users the ability to set their preferred language.

- **Email Notifications**

We added a small set of standard email triggers to enable emails to be sent when assessments and development plans have been completed by various users in the system.

- **Tailored Welcome Message**

CMS Online can be used by various user groups, such as virtual learning programs, within a single instance. The welcome message can now be set to display specific content related to each user group. This can help generate “group” feeling for each user logging into the instance, provide specific information group participants need, and account for multiple programs running simultaneously.

- **New Advanced Reports**

As part of our ongoing effort to provide clients with enhanced access to data and information in CMS Online, we are introducing three new reports: No Supervisor, Advanced Access, and Mandatory Training Assignments

MULTI-LANGUAGE INTERFACE

Multi-language Interface

We translated the major labels and help text on our dashboard into sixteen (16) languages! CMS Online 4.8 users may select their preferred language in which to view the application.

Language
Arabic
English
Spanish Spanish
Latin American Spanish
French
Hindi
Bahasa Indonesia
Italian
Bahasa Malaysia
Norwegian
Portuguese
Russian
Turkish
Urdu
Vietnamese
Mandarin Chinese

New Key Features include:

- A Super Administrator may set the default language for the application
- Individual users may override the default by selecting a different language

Multi-language is limited to the dashboard in this release and will be expanded to other pages over time

Employee Dashboard – Multi-language

Changing the language displayed is simple.

English version of the dashboard showing the language dropdown menu.

➤ Employee selects preferred language from dropdown

Turkish version of the dashboard showing the language dropdown menu.

➤ Main labels and help text display in preferred language


EMAIL NOTIFICATIONS

Email Notifications



We added email notifications to version 4.8! Emails will be triggered based on system events in CMS 4.x and we have added six events in this release in the assessment and development plan. We will add more triggering events in future releases.

Email Alert: Add New

[Add New](#)

EMAIL ALERTS 

No. of Records: 6

ALERT NAME ▲	TO LIST NAME ▲	SUBJECT ▲		
Competency Development Plan...	Competency_Development_Plan...	Competency Development Plan...	Edit	Delete
Competency Development Plan...	Competency_Development_Plan...	Competency Development Plan...	Edit	Delete
Competency Development Plan...	Competency_Development_Plan...	Competency Development Plan...	Edit	Delete
Employee Assessment Submit	Employee_Assessment_Submit	Employee Assessment Submitted	Edit	Delete
Final Assessment Result Ava...	Final_Assessment_Result_Ava...	Final Assessment Result Ava...	Edit	Delete
Supervisor Assessment Submi...	supervisor_Assessment_Submit	Supervisor Assessment Submi...	Edit	Delete

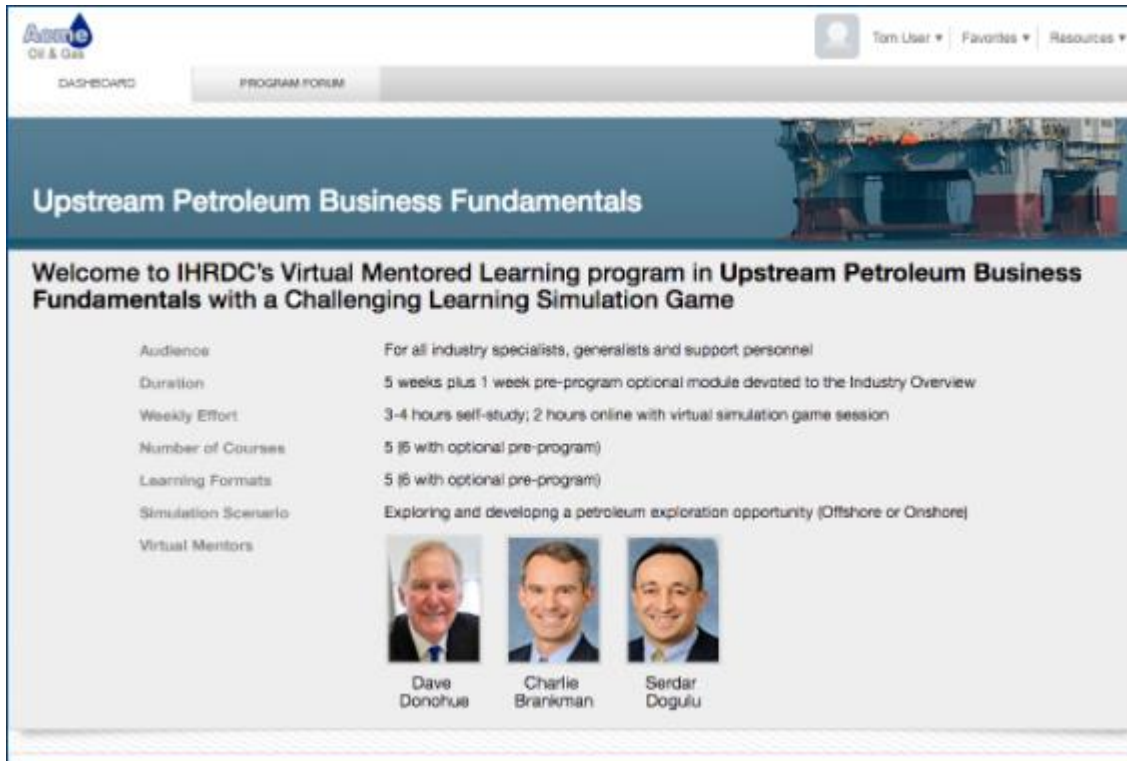
Key Features

- Emails are automatically sent to specific users when triggering events have been completed
 - Employee submits assessment
 - Supervisor submits assessment
 - Final assessment result is available
 - Competency development plan submitted for approval
 - Competency development plan was approved
 - Competency development plan was rejected
- Administrators can add, remove or edit notification emails from the default list


TAILORED WELCOME MESSAGE

Tailored Welcome Message

The welcome message can now be set to display specific content related to different user groups accessing one CMS Online instance.



The screenshot shows a web interface for the 'Upstream Petroleum Business Fundamentals' program. At the top, there is a navigation bar with 'DASHBOARD' and 'PROGRAM FORUM' tabs. The user is identified as 'Tom User'. Below the navigation, the page title is 'Upstream Petroleum Business Fundamentals'. The main content area features a welcome message: 'Welcome to IHRDC's Virtual Mentored Learning program in Upstream Petroleum Business Fundamentals with a Challenging Learning Simulation Game'. Below this, there is a table of program details:

Audience	For all industry specialists, generalists and support personnel
Duration	5 weeks plus 1 week pre-program optional module devoted to the Industry Overview
Weekly Effort	3-4 hours self-study; 2 hours online with virtual simulation game session
Number of Courses	5 (5 with optional pre-program)
Learning Formats	5 (5 with optional pre-program)
Simulation Scenario	Exploring and developing a petroleum exploration opportunity (Offshore or Onshore)
Virtual Mentors	

Below the table, the names of the three virtual mentors are listed: Dave Donohue, Charlie Brankman, and Serdar Dogulu.

Key Features

- Supports multiple groups using same instance
- Administrator can link users to a user group
- Each user group can be linked to a specific welcome message

Advanced Reports

We added three new reports, accessible to users with Viewer access.

➤ **Advanced Users:** displays all users with high level access to CMS Online

Advanced Users
All users with CMS Online access roles to Viewer, Administrator, Super Administrator, CM Developer - Read, or CM Developer - W...

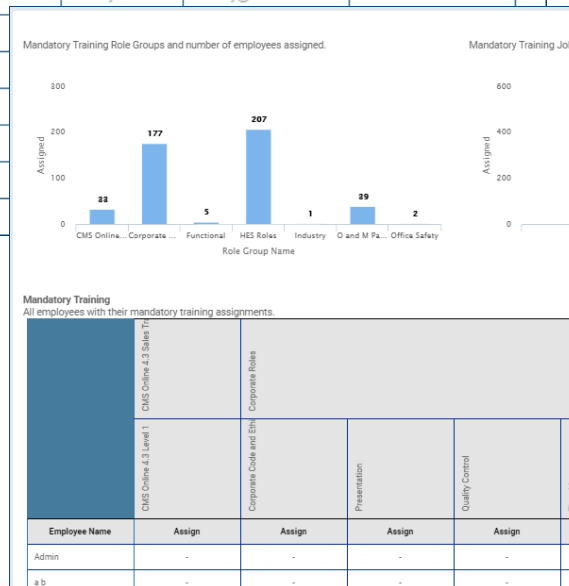
Last Name ...	First Name ...	Company ID...	Email ▼	Viewer ▼	CM Dev - R...	CM Dev - W...	Admini...	St...
aaEmp	Emp	aaempCID	aaemp@acm...	YES				
aaverify	Emp	aaverifyCID	aaverify@ac...	YES				
Aggour	Tamir	Tamir.Aggour	TAggour@ihr...		YES			
assessor	new		newassessor...	YES				

➤ **No Supervisor:** displays all employees who do not have an assigned supervisor

No Supervisor
Displays all employee users who do not have an assigned supervisor.

Last Name ▼	First Name ▼	Company ID ...	Email	Job Title ▼	
A'riff	Haf'iz'ul	null	hariff@ihrdc.com.mask	Professional	null
Aaronson	Aaron		aaron@ihrdc.com	Senior Professional	null
aaSuper	Emp	aaSuperCID	aaSuper@scme.com	null	Hur
aaverify	Emp	aaverifyCID	aaverify@acme.com	null	Hur

➤ **Mandatory Training Assignments:** displays all employees and the mandatory training assigned to them



Additional Update

Amazon Web Services (AWS)

We have migrated our IHRDC-hosted instances of CMS Online to AWS. AWS provides a secure, reliable, high-performance cloud-based solution that is scalable to provide our customers with the best possible user experience. We completed the migration of all customers on 30 March 2018.



Key Benefits

- Security
- Scalability
- High Performance

Next Release – 4.9 Feature Updates

The following features are planned for CMS Online version 4.9, scheduled for release in June 2018.

- **Composite View of Competency Roles**

With the introduction of competency roles in version 4.7, final assessment results are viewed by toggling between all roles linked to a job title. Version 4.9 allows more than one competency role, up to a full job title to be viewed at once, without toggling.

- **Job Ladder**

The Job Ladder provides employee users with a comparison view of their assessment results against all other job titles within their job ladder. This allows employees to see how their current assessment results compare to the requirements for another job title within their discipline.

- **Assessor Assessment Planning**

Assessors can select assessment method and date, and specify evidence an employee should provide, allowing opportunity for each employee to prepare for the assessment.

- **Upload Course Completion Evidence**

When an employee completes learning outside of a system that communicates with CMS Online, he can upload evidence to demonstrate completion.

- **Auto-Verification**

Allows an Administrator to select assessments to batch auto-verify. The auto-verification would take the place of an Assessor Assessment.

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