

The screenshot displays the IHRDC Learning Management System (LMS) interface. At the top, there is a navigation menu with options like Dashboard, Assess, Plan, Develop, Learning, Reports, and PCB Management. The main content area is divided into several sections:

- Learning Curriculum:** Shows progress for 'D&M Pathways' (12 of 15 Completed), 'another new curriculum group' (15 of 15 Completed), and 'Management Pathways Stage I: Foundation' (15 of 15 Completed). A gauge chart indicates '14 of 32 Active Courses Completed'.
- Mandatory Training:** Includes 'HSE Roles' (marked 'PAST DUE'), 'Operational Roles' (marked 'DUE IN 12 MONTHS'), and a 'Compliance Wizard' section with options to 'Launch Compliance Wizard', 'Supervise Approvals', and 'Approval Status Report'. An 'OVERALL STATUS: 67%' gauge is also present.
- Competency Assessment:** A grid of assessment cards for various roles such as 'Supply Chain - All CUs', 'Engineering Entry Level - All CUs', 'Project & Facilities - All CUs', 'Subsurface - All CUs', 'Business Development Manager - EPC Contract', 'Business Development (Contractors) - All CUs', 'HSE Core Competencies', 'HSE Manager', 'HSE - All CUs', 'Production Engineer', 'IT Manager', 'Manager', 'Professional', and 'Senior Professional'. Each card shows completion progress.
- Competency Development Plan:** A grid of development plan cards for 'Project Management', 'Leadership', 'Internal Marketing', 'Problem Solving', 'Teamwork', and 'Communication'. 'Project Management' is 2 of 2 Completed, while others are pending approval.
- Elective Training:** A grid of training course cards with images and titles, such as 'Communication Skills for Leaders and Mentors (AAPG)', 'Habitat of Hydrocarbons in Sedimentary Basins', 'Warning Signs and Labels', 'Blending Operations', 'Overview of Petrochemicals', 'LNG Value Chain and Markets', 'Crude Oil Transportation and Storage', 'Refining and Product Specifications', 'Drilling and Well Completion', 'OIHED Development', 'Marketing and Trading of Crude Oil', 'Geologic Cross-Sections', 'Subsurface Mapping', 'Logistics Planning Orientation', 'Corporate Social Responsibility (CSR) Policy', and 'Development of Authority - Meaning, Importance and Principles'. A 'Select New Course' button is also visible.

At the bottom of the interface, there is a footer with copyright information: '© 2021 International Human Resources Development Corporation', 'Terms and Conditions', and 'powered by CMS Online: IHRDC'.

Version 4.23

CMS Online

Quarterly Release Notes

December 2021

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4.23 Feature Updates – Quarterly Update

Version 4.23 was released December 17, 2021. We developed the following new features:

Feature	Description
Succession Planning – Best Fit report	New Management Report that allows viewer/supervisor to select a job title and see competency results for employees who are close to meeting the competency requirements of that title
Elective Training Approval	Administrators view pending elective training requests and approve or decline them directly in the interface. Removes reliance on email notification
Elective Training Course Catalog Selector	Clients may now license specific IHRDC e-Learning products rather than the whole catalog. The Installer can restrict which products are available to end users.
Elective Training Thumbnails on dashboard	Use course thumbnail images to differentiate courses and add interest to Elective Training on the dashboard
Competency Role Family status cascades to roles	When a CM Developer makes a competency role family inactive or active, all competency roles in that family share the same status
User Profile Updates	Added fields to the user profile that can be viewed by each user
User Interface Updates	Redesigned My Reports report menu (double menu), added the ability to upload an attachment to Career Development entry

SUCCESSION PLANNING – BEST FIT REPORT

Succession Planning – Best Fit

A new management report that displays employees with the closest competency match to requirements for a specific job title

Succession Planning
Report Date 16-Nov-2021

Compare employees' final assessment result to any job title. Select Job Title

Export to PDF Export to Excel Search...

Drag a column header and drop it here to group by that column

Employee Name	Login ID	Job Area	Job Title	Competency Status	View
Kathy McDonnell	kmcdonnell...	Business Personnel	Business Development Manager - EPC Contractor		
Employee test	Employee	Technical Personnel	IT Manager 2		
Fouad Nasr	fhasr	Technical Personnel	Production Manager		
Ehab2 Shehata2	ehab	Technical Personnel	Geologist		
Ehab Shehata	eshehata	Business Personnel			
Brenda Magennis	bmagennis...	Technical Personnel			
fresh user	fuser	Technical Personnel			
Ehab Test	ehabtest	Technical Personnel			

Job Title Selection

Select a Job Title

Job Title Search Search

Job Family

- Archive
- Business Development (Operating Companies)
 - Business Development Analyst Provide technical and administrative support for identification and
 - Business Development Manager Identify and develop new business opportunities to add value to th
- Business Development (Service Companies, Contractors)
- CFHKL
- Competency Bundles
- Engineering - Entry Level
- Health, Safety and Environment (HSE)
- Information Management

Key Features include:

- Supervisor or Viewer can select any job title from within the instance
- Displays employee assessment results compared to requirements for the job title
- All competencies in common will display result

ELECTIVE TRAINING

Elective Training Approval

We brought the full approval process into the application, so Administrators can see pending requests and approve or decline them

Elective Course Assignments

Manage Existing Links | Add new assignment | Manage New Requests | Request History | Bulk Upload

Manage New Requests

Export to Excel Search...

Drag a column header and drop it here to group by that column

Employee Name	Email	JobTitle	Course Title	Action
Brenda Magennis	bmagennis@ihrc.com	HSE Core Competencies		<input type="button" value="Approve"/> <input type="button" value="Decline"/>
Melaku Test	demsis@yahoo.com	Production Manager		<input type="button" value="Approve"/> <input type="button" value="Decline"/>

Elective Course declined request for

You are declining the Elective Training request.
Provide a reason in box below.

Wrong course. Please select

Elective Course Assignments

Manage Existing Links | Add new assignment | Manage New Requests | Request History | Bulk Upload

Request History

Export to Excel Search...

Drag a column header and drop it here to group by that column

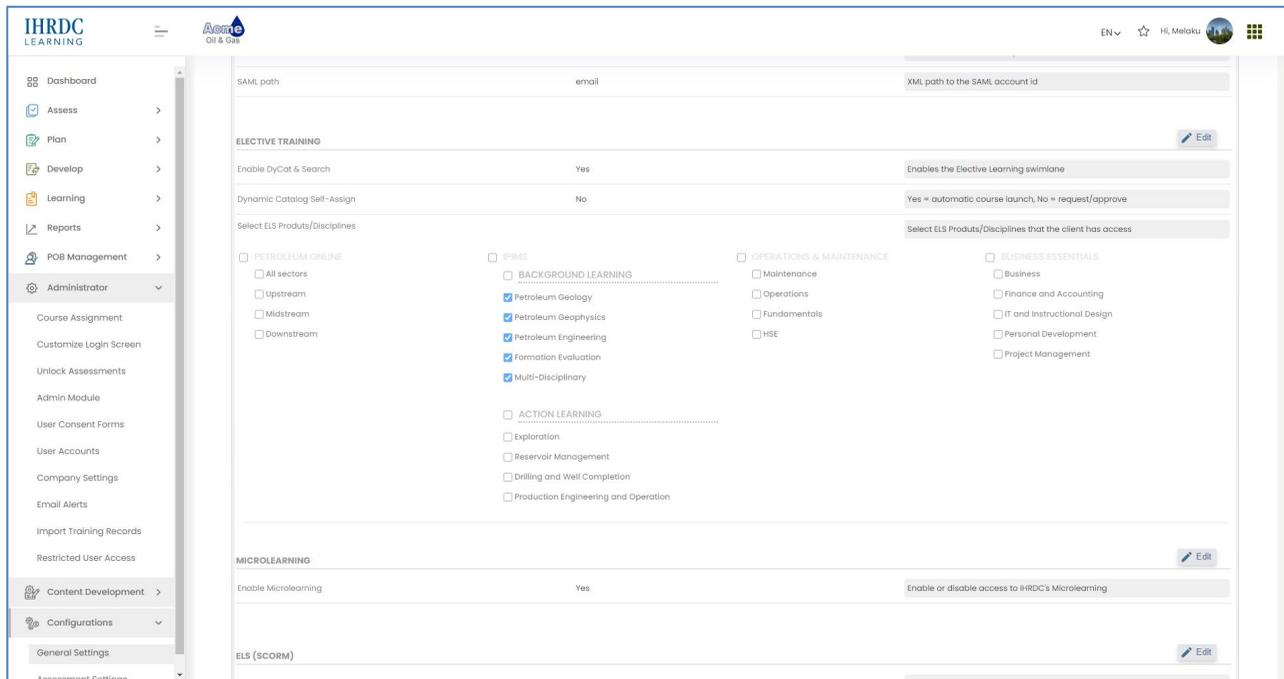
Employee Na...	Email	JobTitle	Course Title	Approve/Decline	Reason for decline	Date Requested	Decision Date	Supervisor Name	Expiration ...
Melaku Test	demsis@yahoo.com	Production Man...	Warning Signs and Labels	Approved	looks good	28-Oct-2021	28-Oct-2021	Tom Supervisor	28-Oct-2022
Melaku Test	demsis@yahoo.com	Production Man...	Wastewater 1	Declined	dec	28-Oct-2021	28-Oct-2021	Tom Supervisor	
Melaku Test	demsis@yahoo.com	Production Man...	Water for Plant Systems 1	Declined	dec	28-Oct-2021	28-Oct-2021	Tom Supervisor	
Melaku Test	demsis@yahoo.com	Production Man...	Overview of Petrochemicals	Approved		28-Oct-2021	03-Nov-2021	Tom Supervisor	28-Oct-2022
Melaku Test	demsis@yahoo.com	Production Man...	Crude Oil Transportation and Storage	Approved		28-Oct-2021	08-Nov-2021	Tom Supervisor	28-Oct-2022
Melaku Test	demsis@yahoo.com	Production Man...	Gas Processing and NGL Markets	Declined	dsdsd	28-Oct-2021	08-Nov-2021	Tom Supervisor	28-Oct-2022
Melaku Test	demsis@yahoo.com	Production Man...	Refining and Product Specifications	Approved		28-Oct-2021	15-Nov-2021	Tom Supervisor	28-Oct-2022

Key Features include:

- Removes reliance on email notification
- Admin can see all pending requests
- Approve pending requests or decline with comment
- Declined requests require comment
- New email notification added for declined requests
- Request History displays for all employees

Elective Training Filter

Controls the ability for users to browse only selected Elective Training content.



Key Features include:

- New configuration allows selection of eLS products and disciplines
- End users see only selected products and disciplines
- Self-assign vs. request/approve configuration is separate function

Elective Training Dashboard Display

Course thumbnails display with each elective training course assigned to a user

The screenshot displays an 'Elective Training' dashboard with a grid of course thumbnails. Each thumbnail includes a representative image, a title, and a small icon. The courses shown are:

- Communication Tools for Leaders and Mentors (AAPG)
- Habitat of Hydrocarbons in Sedimentary Basins
- Warning Signs and Labels (HEALTH, FLAMMABILITY, REACTIVITY, PERSONAL PROTECTION)
- Blending Operations
- Overview of Petrochemicals
- LNG Value Chain and Markets
- Crude Oil Transportation and Storage
- Refining and Product Specifications
- Marketing and Trading of Crude Oil
- Oilfield Safety
- Geologic Cross-Sections
- Subsurface Mapping (IPIIMS BACKGROUND LEARNING)
- Logistics Planning Orientation
- Corporate Social Responsibility (CSR) Policy
- Delegation of Authority - Meaning, Importance and Principles
- Select New Course

At the bottom of the dashboard, there is a footer with the following text: © 2021 International Human Resources Development Corporation, Terms and Conditions, and powered by CMS Online IHRDC 50 years.

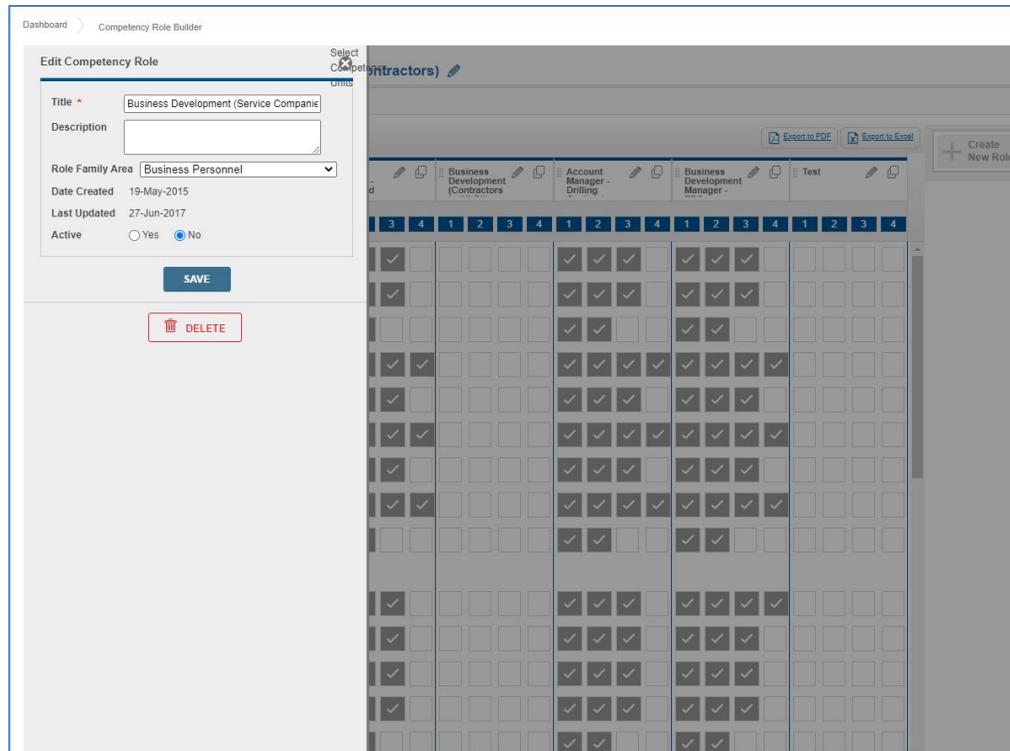
Key Features include:

- Thumbnail image associated with course will display on dashboard
- Adds visual interest and differentiation of courses

COMPETENCY ROLE FAMILY STATUS CASCADES TO ROLES

Competency Role Family Status Cascades to Roles

When a role family is made inactive, all roles within the family are made inactive



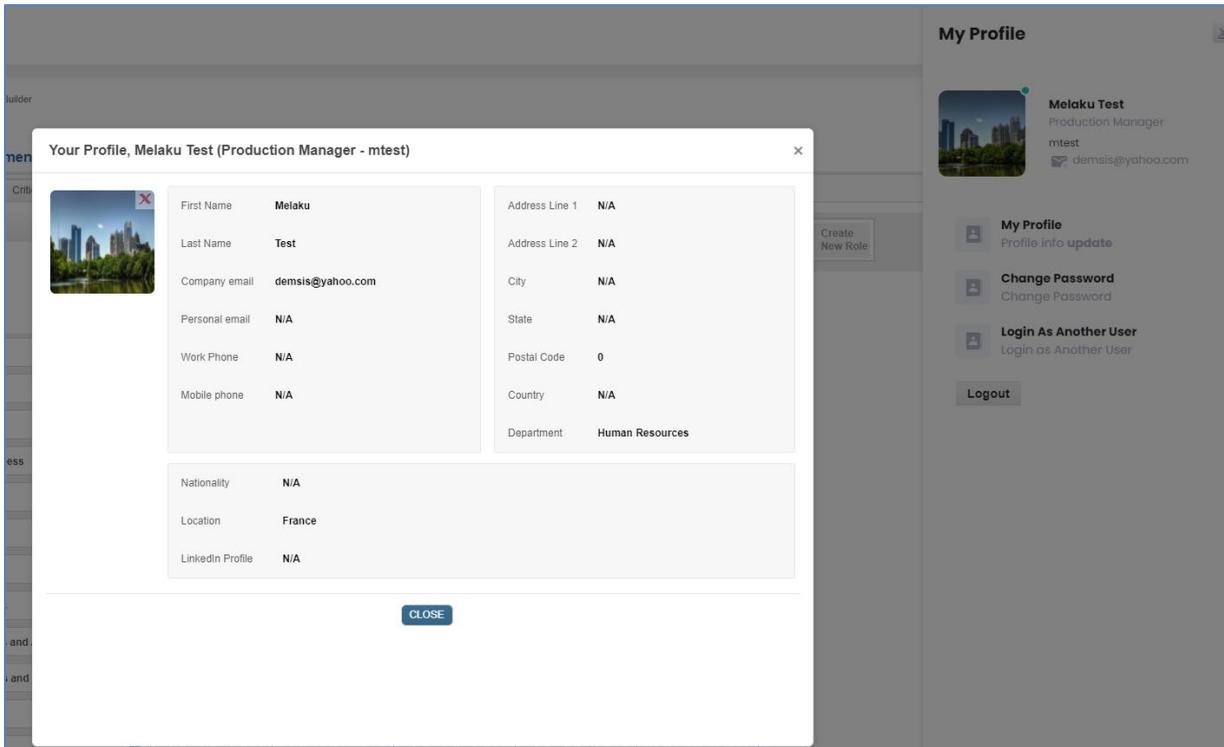
Key Features include:

- For an Inactive role family:
 - When role family is changed to Active, all roles become Active
 - When one role is changed to Active, then the family status will change to Active. All inactive roles within the family will remain inactive.
- For an Active role family:
 - When role family status is changed to Inactive, all roles become Inactive
 - When one or more role is changed to Inactive, it does nothing to other roles
 - When one or more role is changed to Inactive, family status remains Active

USER PROFILE UPDATE

My Profile Update

We added fields and redesigned the layout of My Profile



Key Features include:

- New fields added to My Profile
- Layout and design improved
- Future updates will include ability to edit certain fields
- Users can upload profile image from profile

ADDITIONAL ENHANCEMENTS AND BUG FIXES

Enhancements and Bug Fixes

Important enhancements and bug fixes in this release include:

- **Learning:**
 - Cosmetic fixes on Select Curriculum Role popup (Admin module)
 - New icon: select new course (Elective Training)
 - Bug fix: elective training courses with apostrophe do not display on dashboard
 - Hide launch button when there is no URL
- **Competency and Development:**
 - Added upload attachment to Career Development form
 - Removed timeframes from Career Development short-term and mid-term goals
 - Added memory to Assign Assessor>Select Assessor grid
 - My Employees' Assessment summary comments & evidence drop zone pushed out of grid
 - Upon completion of My Assessment, user returns to assessment summary page (previously went to My Plan, with confusing message saying no assessment was complete)
 - Bug fix: inactive assessments should not display on My Employees' Assessment or Assessor Assessment pages
 - Cosmetic updates to Assessor Assessment Select Cus page
 - New icon: select new competency unit (My Plan)
 - Assessor Assessment Plan email bug fixes:
 - details disappear when no date added
 - email does not contain all selected competency units

Enhancements and Bug Fixes, cont'd.

- **Administration/Content Development:**
 - Updated active/inactive slider in Assessment list in User Accounts
 - Bug fix: unable to delete System Links
 - Bug fix: unable to upload evidence when html is used in evidence specifications
- **Reports:**
 - Redesigned My Reports report menu (double menu)
 - Added Employee Type field to 4 Management Reports:
 - Competency Management Data
 - Competency Assessment Progress
 - Assigned Training
 - Training History

NEW ADVANCED REPORTS

Released 21-October, 2021

Advanced Reports Released in October

[NEW 4.22] Competency Units (Import-Export Format)

Preview Records 1000

Filters

Library	Sublibrary	CU Name	General Statement	Line Number	Level Text	Level Extra Text	Level Text	Level Extra Text	Level Text	Level Extra Text
1-Functional Core Competencies	Business Acumen	Economic Analysis	Know how to develop a financial model for economic analysis of a project or investment... ensure accuracy of assumptions with market economics and utilize the strategy to make investment recommendations.	1	Describe the cash flow components of a project financial model.		Build a simple cash flow model with the economic evaluation software used within the company.		Evaluate the impact of implementing different project development options on project economics.	Review a project to assess the data.
1-Functional Core Competencies	Business Acumen	Economic Analysis	Know how to develop a financial model for economic analysis of a project or investment... ensure accuracy of assumptions with market economics and utilize the strategy to make investment recommendations.	2	List the economic indicators used by the company to rank investment alternatives.		Interpret the results of a discounted cash flow analysis.		Analyze model results and describe how a project meets or does not meet established financial objectives, risk targets and performance objectives.	Review results against project targets and performance objectives.
1-Functional Core Competencies	Business Acumen	Economic Analysis	Know how to develop a financial model for economic analysis of a project or investment... ensure accuracy of assumptions with market economics and utilize the strategy to make investment recommendations.	3	Gather cost data and other input from cross-functional teams to develop economic models.		Use stochastic and deterministic methods to analyze the impact of uncertainty in model assumptions.		Present the results of an economic analysis to management, including an evaluation of different market scenarios, risk profiles and return.	Ensure analysis ensures risk profile.
1-Functional Core Competencies	Business Acumen	Economic Analysis	Know how to develop a financial model for economic analysis of a project or investment... ensure accuracy of assumptions with market economics and utilize the strategy to make investment recommendations.	4	Use historical performance data to update an existing economic model.		Develop a range of potential project returns and risk profiles based on uncertainty in model inputs.		Develop a recommendation to either pursue or reject an investment under clearly defined economic conditions.	Present options management to.
1-Functional Core Competencies	Business Acumen	Economic Analysis	Know how to develop a financial model for economic analysis of a project or investment... ensure accuracy of assumptions with market economics and utilize the strategy to make investment recommendations.	5	Outline documentation requirements for project economic evaluations.		Update economic models of current assets to assess project results and evaluate project capital investment decisions.		Lead cross-functional teams to analyze model results and ensure accurate input into model assumptions.	Monitor for the flow of investments, mergers, acquisitions.
1-Functional Core Competencies	Business Acumen	Economic Analysis	Know how to develop a financial model for economic analysis of a project or investment... ensure accuracy of assumptions with market economics and utilize the strategy to make investment recommendations.	6					Analyze current market conditions to ensure that model assumptions reflect current economics.	
1-Functional Core Competencies	Business Acumen	Internal Marketing	Create advocacy within the organization for technologies, processes and activities designed to attract stock and long-term business goals... implement strategies to engage and motivate employees and managers.	1	Define the term "internal marketing" and state the general objectives of an internal marketing initiative.		Describe the relationship between internal marketing, business strategy and external market dynamics.		Analyze external market dynamics and internal working environments to provide input for developing an internal marketing strategy in line with company business objectives.	Develop an analysis of each environment's a structure.
1-Functional Core Competencies	Business Acumen	Internal Marketing	Create advocacy within the organization for technologies, processes and activities designed to attract stock and long-term business goals... implement strategies to engage and motivate employees and managers.	2	List similarities and differences between internal and external marketing approaches.		Describe the company's working environment and how to identify areas that have critical internal marketing requirements.		Design and implement an internal marketing initiative, coordinating efforts among Management, Human Resources, Corporate Communications and other groups.	Ensure that this across the company address the core business objectives.
1-Functional Core Competencies	Business Acumen	Internal Marketing	Create advocacy within the organization for technologies, processes and activities designed to attract stock and long-term business goals... implement strategies to engage and motivate employees and managers.	3	List the basic internal marketing techniques used in the company to engage and motivate employees across all		Support Management, Human Resources, Training and Corporate Communications groups in implementing		Develop and implement guidelines for aligning internal marketing initiatives with external marketing approaches.	Advise senior management of the impact of internal marketing initiatives.

Preview Records All

Competency Units (Import-Export Format):
Export competency units into the Excel bulk import format

[NEW 4.22] Job Title and Competency Role Structure

Preview Records All

Filters

Area	Family	Job Title	Competency Role	Competency Unit	JLR	Criticality Rating	Library
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Economic Analysis	2	Normal	1-Functional Core Competencies
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Internal Marketing	2	Normal	1-Functional Core Competencies
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Project Management	3	Normal	1-Functional Core Competencies
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Sales	4	Normal	1-Functional Core Competencies
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Annual Work Program and Budget (WPB)	4	Normal	1-Functional Core Competencies
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Drilling, Completion and Workover	4	Normal	1-Functional Core Competencies
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Environmental Regulations and Procedures	2	Normal	1-Functional Core Competencies
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Operational Safety	4	Normal	1-Functional Core Competencies
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Production Engineering	1	Normal	1-Functional Core Competencies
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Reservoir Engineering	1	Normal	1-Functional Core Competencies
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Teamwork	4	Normal	1-Functional Core Competencies
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Communication	3	Normal	Behavioral and Soft Skills
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Leadership	3	Normal	Behavioral and Soft Skills
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Problem Solving	4	Normal	Behavioral and Soft Skills
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Department Objectives and KPIs	4	Normal	Business and Operations Support
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Logistics Planning Interface	4	Normal	Business and Operations Support
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Negotiating Skills	3	Normal	Business and Operations Support
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Organizational Awareness	4	Normal	Business and Operations Support
Technical Personnel	Well Engineering	Well Engineering Manager	Well Engineering Manager	Partnering (Internal)	3	Normal	Business and Operations Support

Job Title and Competency Role Structure:
Shows all competency units and JLR for separate competency roles

Advanced Reports Released in October

Job Title Competency Unit Detail Preview Records 100

Filters

Job_Title_Area:

Job_Title_Family:

Job_Title:

Competency Roles linked to Job Title

Job Title	Competency Role
Drilling Engineer	Core E&P CUs
Drilling Engineer	Drilling and Completions - Business CUs
Drilling Engineer	Drilling and Completions - QHSE CUs
Drilling Engineer	Drilling Engineer - Applied Drilling Engineering

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Competency Role: Core E&P CUs
2-Functional Core Competencies - Petrotechnical > Core Competencies - E&P > Petroleum Geology

General Statement: Have knowledge of and be able to evaluate the essential petroleum geology elements that are required for oil and gas accumulations in reservoirs.

Level 1	Level 2	Level 3	Level 4
<ul style="list-style-type: none"> Recognize hydrocarbon source rock requirements related to rock thickness, maturity, quality and areal extent. Recognize the need for both reservoir rock presence and reservoir quality in order for a commercial oil and gas accumulation to occur. Indicate the role of trap definition, trap type and trap seal in meeting the requirements for hydrocarbon accumulation. State the role and significance of each element of the essential petroleum system dynamics: timing of the reservoir rock deposition, trap 	<ul style="list-style-type: none"> Perform geological technical work to verify the maturity, quantity and quality of the hydrocarbon source rocks. Establish the timing of the migration of mature source rock material in relation to the critical events of reservoir deposition, trap formation and seal unit deposition. Build models of the trapping mechanism of hydrocarbons in reservoir rock containers. Determine the likely thickness, areal extent, net to gross ratio and the porosity and permeability characteristics of the reservoir rocks 	<ul style="list-style-type: none"> Assimilate, analyze and interpret geological data to evaluate sedimentary basins for their economic hydrocarbon potential. Characterize hydrocarbon plays and play fairways. Generate, economically evaluate and justify drillable hydrocarbon prospects, including an objective risk analysis on the chances of success. Take a lead role in evaluating and characterizing hydrocarbon reservoirs. 	<ul style="list-style-type: none"> Plan, manage and coordinate the company's petroleum geology studies and geographic and geological focus areas for exploration and production. Evaluate the latest geological technology for relevance to and use in existing and future company projects. Champion and supervise the company's geologists and their geological projects. Lead networks and groups of geologists.

1 to 10 of 34 | < 1 / 4 >

Job Title Competency Unit Detail: Review-ready format that displays full competency requirements for a job title selected by user

Job Title Linked to Mandatory Roles: Shows full compliance requirements for a job title selected by user

Job Title Linked to Mandatory Roles Preview Records 1000

Filters

Area	Family	Job Title	Mandatory Role	Course ID	Course	Mandatory Role Group
Business	Finance	Finance Manager	Electrical Safety	IHRDC_OM_ACCBE	Basic Electrical Test Eq.	HES Roles
Business	Finance	Financial Analyst	Electrical Safety	IHRDC_OM_ACCBE	Basic Electrical Test Eq.	HES Roles
Finance & Accounting	Budgeting	Cost Control and Variance Analysis	Time Management	IHRDC_OM_AMSBA	Safety Basics	Corporate Roles
Finance & Accounting	Budgeting	AFE Stewardship	Time Management	IHRDC_OM_AMSBA	Safety Basics	Corporate Roles
Finance & Accounting	Budgeting	Cash Flow / Working Capital Planning	Time Management	IHRDC_OM_AMSBA	Safety Basics	Corporate Roles
Finance & Accounting	General Accounting	Preparation of Financial Statements and Consolidation	Time Management	IHRDC_OM_AMSBA	Safety Basics	Corporate Roles
Finance & Accounting	General Accounting	Accounting Specifics to Oil and Gas Activities	Time Management	IHRDC_OM_AMSBA	Safety Basics	Corporate Roles
Finance & Accounting	General Accounting	Fixed Asset Accounting	Time Management	IHRDC_OM_AMSBA	Safety Basics	Corporate Roles
Finance & Accounting	Treasury and Financing Operations	Bank Accounting and Reconciliation	Time Management	IHRDC_OM_AMSBA	Safety Basics	Corporate Roles
Finance & Accounting	Commercial Activities	Commercial Awareness	Time Management	IHRDC_OM_AMSBA	Safety Basics	Corporate Roles

Advanced Reports Released in October

Mandatory Training Status Matrix: Matrix of all employees with mandatory training assignments and status

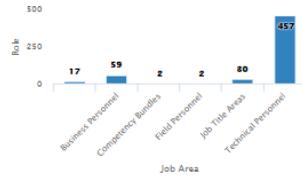
[NEW 4.22] Mandatory Training Status Matrix

> Filters

Mandatory Training Role Groups and number of employees assigned.



Mandatory Training Job Area and number of employees assigned Role(s).



Mandatory Training
All employees with their mandatory training status

[NEW 4.22] Mandatory Training Status By Employee (Table)

> Filters

Role Stat...	Course Stat...	Role Group	Role	Course Title	Course ID	Course Typ...	Expirin...	Date Take...	Last Name	First Name
1+ Year	1+ Year	HSE Roles	Plant Production ...	Plant Protection ...	IHRDC_OM_AOPPI		12/31/3000	06/09/2019	Tran	Thy
1+ Year	1+ Year	HSE Roles	Plant Production ...	Plant Protection ...	IHRDC_OM_AOPPI		12/31/3000	08/25/2019	Knarf	Leachim
1+ Year	1+ Year	HSE Roles	Plant Production ...	Plant Protection ...	IHRDC_OM_AOPPI		12/31/3000	09/25/2019	Donohua	Brad
1+ Year	1+ Year	HSE Roles	Plant Production ...	Plant Protection ...	IHRDC_OM_AOPPI		12/31/3000	09/25/2019	Nasr	Fouad
1+ Year	1+ Year	HSE Roles	Plant Production ...	Plant Protection ...	IHRDC_OM_AOPPI		12/31/3000	09/25/2019	Shenata	Ehab
1+ Year	1+ Year	HSE Roles	Workplace Safety	Workplace Ergon...	IHRDC_OM_BBWPE		12/31/3000	03/17/2019	Test	Brenda
1+ Year	1+ Year	HSE Roles	Workplace Safety	Workplace Ergon...	IHRDC_OM_BBWPE		12/31/3000	04/24/2019	Olsen	Fared
1+ Year	1+ Year	HSE Roles	Workplace Safety	Workplace Ergon...	IHRDC_OM_BBWPE		12/31/3000	03/01/2021	Test	Brenda
1+ Year	1+ Year	Office Safety	work Place Ergon...	Ergonomics	FFCS_SHD10	e-Learning	12/31/3000	03/14/2019	Test	Brenda
1+ Year	1+ Year	Office Safety	work Place Ergon...	Ergonomics	FFCS_SHD10	e-Learning	12/31/3000	04/21/2019	Olsen	Fared
1+ Year	1+ Year	Office Safety	work Place Ergon...	Workplace Ergon...	IHRDC_OM_BBWPE		12/31/3000	03/17/2019	Test	Brenda
1+ Year	1+ Year	Office Safety	work Place Ergon...	Workplace Ergon...	IHRDC_OM_BBWPE		12/31/3000	04/24/2019	Olsen	Fared
12 Months	12 months	Operational Roles	Offshore Safety	Exploration Proje...	IHRDC_IPMS_a762	e-Learning	01/09/2022		Test	Brenda
Past Due	1+ Year	Corporate Roles	Corporate Code a...	Corporate Social ...	IHRDC_BEES_SMG0201	e-Learning	12/31/3000	07/15/2016	Test	Melaku
Past Due	1+ Year	Corporate Roles	Corporate Code a...	Fall Protection	FFCS_SHD12	e-Learning	12/31/3000	06/01/2019	User	Test
Past Due	1+ Year	Corporate Roles	Corporate Code a...	Global Marketing	IHRDC_BEES_INT0201	e-Learning	12/31/3000	03/07/2018	Dever	Tim
Past Due	1+ Year	Corporate Roles	Corporate Code a...	Global Marketing	IHRDC_BEES_INT0201	e-Learning	12/31/3000	12/29/2020	Test	Melaku
Past Due	1+ Year	Corporate Roles	Corporate Code a...	Global Marketing	IHRDC_BEES_INT0201	e-Learning	12/31/3000	03/12/2021	Magennis	Brenda

Mandatory Training Status by Employee:
Flat grid showing single row per
employee/course, including role and
course compliance status

Employee Name	Job Title	Compliance %	Total Roles	Compliant Roles	Corporate Roles		HSE Roles		Operational Roles		Corporate Roles		Operational Roles		
					Corporate Code a...	Office Safety	HSE Roles	Operational Roles	Corporate Code a...	Operational Roles					
Test User	New & Updated CUs	50%	10	5	Initial	Past Due			02/13/2019	Past Due				Initial	1+ Year
Matthews Ross	Business Development Man	0%	7	0					05/13/2021	Past Due		05/13/2021	Past Due	05/13/2021	Past Due
Brian Smith	Geologist	0%	1	0											
Thy Tran	HR Assistant - entry level	33%	6	2					Initial	Past Due	Initial	1+ Year	02/13/2019	Past Due	
Lawrence Collins	Professional	0%	1	0											
Matthews Ross		0%	1	0											
Tim Dever	Production Manager	0%	8	0	Initial	Past Due			10/18/2017	Past Due		05/05/2017	Past Due		
Brenda Magennis	HSE Core Competencies	0%	5	0	Initial	Past Due								03/09/2021	Past Due

COMING SOON

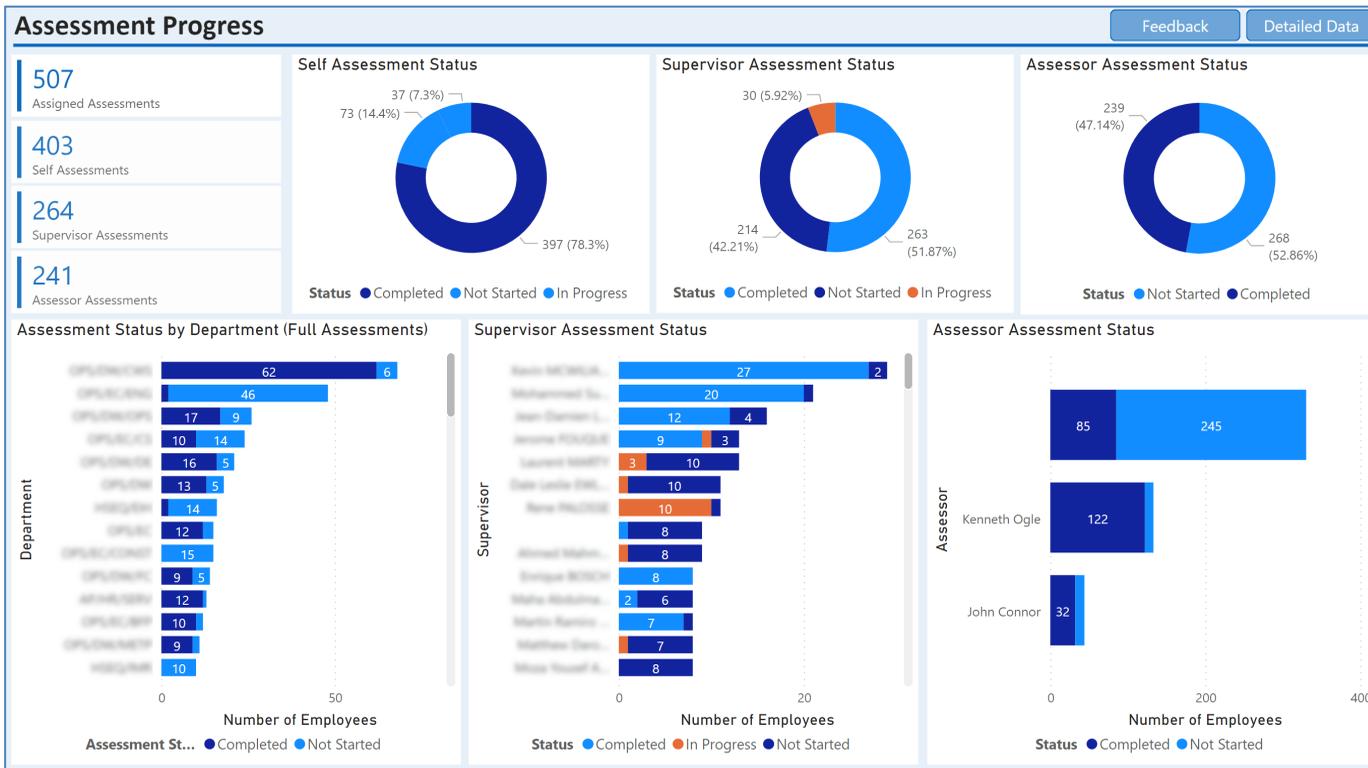
Next Release – 4.24 Feature Updates

CMS Online version 4.24 will be released in March 2022. New features will include:

Feature	Description
Improve Competency Role Builder	We are working to make the competency role builder – role family page more user-friendly, with better search functionality and usability
Report performance improvements	In response to client and internal input, we are focusing on improving the speed and performance of two management reports: Assigned Training and Training History.
Modify Nightly query and create change log	We are adding a change log to capture Supervisor updates made in client data feeds. This will enable us to report on any changes made.
Allow employee to attach file to Course Completion Acknowledgement request	When using course completion acknowledgement, this will enable an employee to attach evidence that can be viewed by the approving 3 rd party
Separate evidence upload from course completion date	Allows an employee to upload a file related to a course, without using it to record a completion date

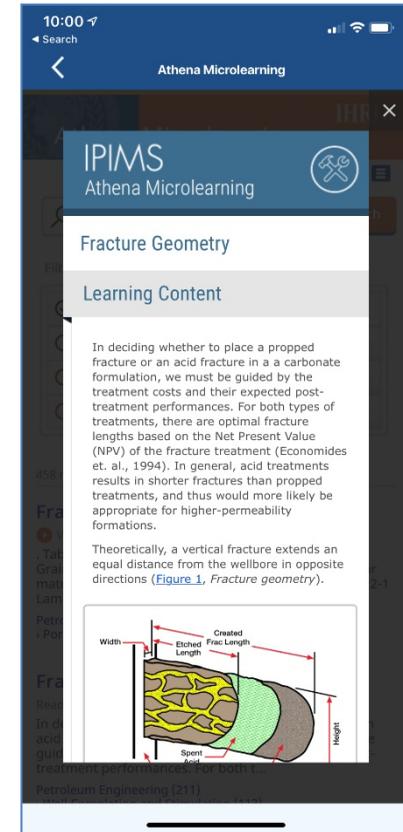
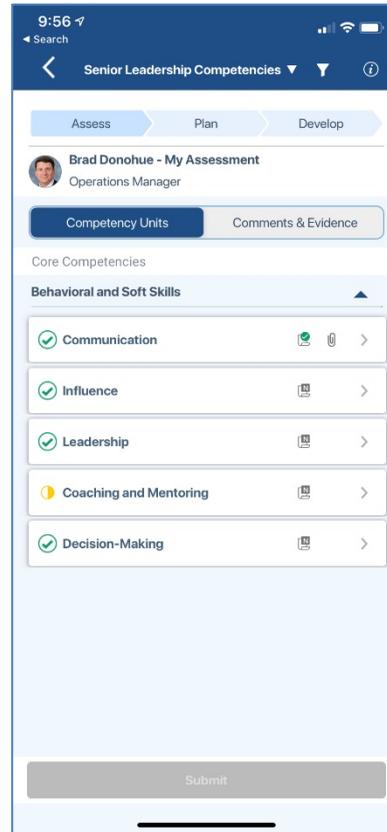
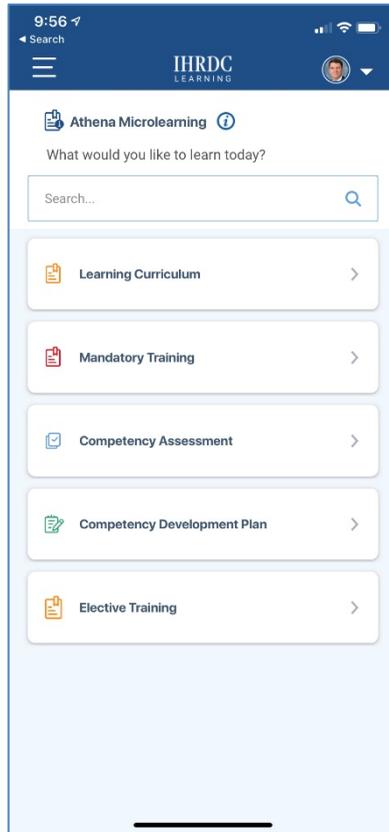
Power BI Analytical Reporting

- We will be transitioning to a new analytical reporting tool, replacing Izenda with Power BI
- Provides powerful new tool for delivering analytics to our clients
- Will rebuild our Advanced Reports, with a focus on retaining existing capabilities and improving upon them



CMS Online Mobile App

We have been developing native mobile apps for CMS Online. The iOS app will be released soon, with the Android app following shortly behind.



The screenshot displays the IHRDC CMS Online dashboard. At the top left, there is a navigation menu with options: Dashboard, Assess, Plan, Develop, Learning, Reports, and POB Management. The main header includes the IHRDC Learning logo, a user profile for 'Aruna', and the date '15 MARCH 2021'. A central banner for 'IHRDCs Competency and Learning Management System' provides a welcome message and a 'Learn More' button. Below this, the 'Learning Curriculum' section shows progress for OAM Pathways (12 of 12 completed), another new curriculum group (15 of 15 completed), and Management Pathways Stage I Foundation (5 of 5 completed). A gauge chart indicates '18 of 32 Active Courses Completed'. The 'Mandatory Training' section features a pie chart for 'OVERALL STATUS: 67%' with categories: Past Due (red), 12 Months (orange), 1-10 (green), and 1-10 (blue). A 'Compliance Wizard' button is also present. The 'Competency Assessment' section is divided into 'Production Manager' and 'Professional' categories, each with a grid of competency cards showing completion status. The 'Competency Development Plan' section shows progress for Project Management (2 of 2), Leadership (1 of 1), Internal Marketing (1 of 1), Problem Solving (4 of 4), Teamwork (Pending Approval), and Communication (Pending Approval). The 'Elective Training' section displays a grid of course cards with titles like 'Communication Tools for Leaders and Mentors (LAMP)', 'Hazard of Hydrocarbons in Refineries Streams', 'Warning Signs and Labels', 'Blending Operations', 'Overview of Petrochemicals', 'LNG Value Chain and Markets', 'Crude Oil Transportation and Storage', 'Refining and Product Specifications', 'Drilling and Well Completions', 'Offshore Development', 'Marketing and Trading of Crude Oil', 'Sectoral Cross-Sectors', 'IPIMS BANKING EXPERIENCE', 'Subsurface Mapping', 'Logistics Planning Operation', 'Corporate Social Responsibility (CSR) Policy', and 'Delegation of Authority: Meaning, Importance and Principles'. A 'Select New Course' button is also visible. The footer contains copyright information: '© 2021 International Human Resources Development Corporation', 'Terms and Conditions', and 'powered by CMS Online | IHRDC'.

Version 4.23

CMS Online

Quarterly Release Notes

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