

Finding it increasingly difficult to fill jobs due to a lack of available talent, many healthcare organizations are employing “grow your own” strategies to upskill their current workforce and fill talent gaps. eLearning is becoming a visibly more important piece of the puzzle as organizations realize the benefits it offers educators, managers, and learners alike.

Comprised of more than 4,000 courses and over 2,500 continuing education credits, the HealthcareSource eLearning Library® is the ultimate way to get all the educational content you’ll need into the hands of your learners, at times that best meet their demanding schedules.

HealthcareSource eLearning Library

Why Effective Workforce Planning Strategies Include eLearning

Today, many healthcare organizations are witnessing an unprecedented demand for services, while growing talent shortages lead to increased competition for critical roles. Organizations that cannot maintain a steady workforce will soon find themselves hard-pressed to provide a high level of patient care — or to simply meet patients’ needs. Education is quickly becoming the first place healthcare organizations look to meet these evolving workforce challenges. Per Gallup research, employees who have ongoing opportunities to learn and develop are twice as likely to say they’ll spend their career with their organization.² In other words, the question isn’t whether to provide a continuous learning environment, it’s how.

Since eLearning made its corporate debut in the early 2000s, its benefits have been widely documented. Numerous studies have found that eLearning, when compared to traditional, instructor-led classes, typically:

- Requires less time to complete (meaning less time spent away from patients)
- Leads to greater retention levels of knowledge
- Increases staff productivity, engagement, and tenure
- Raises patient satisfaction
- Helps to drive down organizational costs

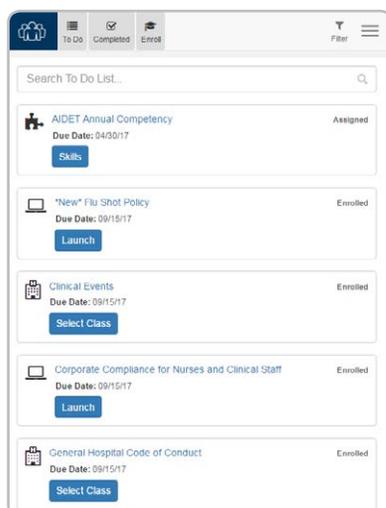
Additionally, because eLearning is, by nature, only available online, you can rest assured that access to content will be available to all who need it, when they need it. Additionally, your learners will have the opportunity to return to their courses to review information and concepts as needed — an option not available with classroom-based training. In other words, eLearning is less disruptive to learners’ workflow, consistent across all learners, and provides ongoing opportunities to learn and develop.

Optimize Your Training and Development Practices

HealthcareSource® will transform learning in your organization with the resources and best practices to help your organization succeed. Specifically, our eLearning Library can provide you:

- **A Simplified Buying Experience** — Your organization requires diverse content to meet the variability of a learning audience that includes both clinical and non-clinical departments, and it must span their orientation, continuing education, regulatory compliance, and various other programs. Establishing relationships with multiple vendors requires different licenses, purchasing logs, learning management system portals, and can easily lead to confusion over “Who owns what?” and “Do we already have that?” To eliminate these complexities, HealthcareSource provides a single source for all your organization’s content needs through our comprehensive eLearning Library. You’ll also have a dedicated HealthcareSource content consultant who can provide guidance in the selection of content that will enable you to get the most out of your investment and also to meet your educational and organizational goals.

Every dollar
invested in online
training results in a
\$30 increase
in productivity¹



Don't Take Our Word for It...

"The amount of time it took for our employees to complete their annual education requirements reduced significantly once we began using the eLearning Library. Our managers love that they don't have to pull employees off the floor for long periods of time for training. The quality of the programs, coupled with the time savings — which allow us to complete other important initiatives, are amazing."

Tina Coffman
Education Manager
Memorial Healthcare

HealthcareSource Quality Talent Suite™

Wouldn't it be great if you could take charge of the learning environment right from the assessment of your learners' needs? Or supplement competency programs with eLearning to bolster needed skills? By combining our learning solutions with our software and services, you can identify opportunities to develop your staff so they perform at an elite level.

- HealthcareSource Staff Assessment™
- HealthcareSource Leadership Assessment™
- HealthcareSource Performance Manager®
- Lean Human Capital Recruitment Optimization™

- **An Advanced Validation Process** — All courses licensed through the eLearning Library undergo a rigorous testing process prior to their implementation in your HealthcareSource NetLearning® system. As needed, this process includes checks for compatibility and reliability within NetLearning with the latest versions of Google Chrome, Microsoft Edge, and Apple Safari, as well as Microsoft Internet Explorer 11. Further, when licensed courses change to reflect updated guidelines or emerging industry trends, our implementation specialists will ensure you receive those updates.
- **More Effective Experiential Learning** — Some healthcare topics, such as neurologic assessment techniques, are difficult to explain in a standard lecture format. For these scenarios, eLearning is best suited to provide your learners the ability to review content at their own pace, skip through portions they understand, return to portions they don't, and then move on to in-person training with the instructor or preceptor having established a baseline knowledge. Your learners will see a greater benefit from using their in-person time to inquire about the content they don't understand, practice their skills through application of the knowledge gained through the eLearning, and collaborate with fellow learners on projects and labs. Additionally, your preceptors and instructors will benefit from the ability to provide more directed coaching and mentoring that meets the actual (versus perceived) needs of their learners.

Time Equals Money

The Association for Talent Development (ATD, formerly ASTD) suggests a classroom course could take 43 hours to create in-house while an eLearning course could take as long as 243 hours to create. And getting courses accredited could lengthen those estimates significantly. Imagine the spike in productivity levels of your instructional designers if they no longer needed to develop content for your organization! HealthcareSource partners with thought leaders, subject matter experts, and leading organizations to offer you high-quality, engaging training content. All courses in our eLearning Library are developed by field experts using evidence-based practices that cover the five primary training needs of healthcare organizations: compliance, onboarding and orientation, certification and licensure maintenance, professional development, and support for major initiatives (such as the roll-out of ICD-10, working to attain Magnet, etc.).



Our eLearning Library expands your access to quality, accredited clinical and non-clinical content from some of the best courseware providers in the industry. eLearning will enable you to offer more and better professional development opportunities to all your staff; third shift and/or night workers will enjoy access to the same quality and quantity of courses as do their daytime peers. You'll see the benefits realized as your staff becomes more productive and engaged and your patients show greater levels of satisfaction.