Professional Development and Compliance Training system - Vision

The Vision for a Professional Development and Compliance Training system

A university-wide system to deliver and track professional learning, compliance and safety training for Students, Faculty, Researchers, Staff and Affiliates using Harvard facilities.

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<th>Objectives</th>
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| 1. Compliance  
- Deliver and track compliance training such as Conflict of Interest, Lab Safety, Title IX, OSHA, HIPAA, Responsible Conduct of Research (RCR), etc.  
2. Mitigate IT Risk (obsolescence/capacity)  
- Replace Eureka, an aging non-scalable system, to support key applications such as Oracle Financials, SIS, PeopleSoft HR, etc.  
3. Consolidate training systems and reduce administrative burden on Faculty, Students, Staff and Researchers  
- Provide one single place for all users to find compliance and regulatory training, as well as job-related professional learning.  
- Capture and track local training needs and details of external training undertaken.  
4. Continue our investment in Talent Management and support on-boarding  
- Integrate with performance management and career planning.  
- Enable managers to proactively manage training for their teams.  
- Automatically assign training to new hires. | 1. No barrier to access: provide access to all, Faculty, Students, Staff and Affiliates, including non-HUID holders.  
2. Limit duplication of data entry: integrate with third party content providers as well as Harvard systems.  
3. Anytime, anywhere: provide access to mobile devices.  
4. University-wide participation and rollout: the delivery of the project will be phased, but each new functionality will be rolled out university-wide, with the appropriate training, communication and change management. | 1. Compliance  
- Run a report within 2 hours to get compliance training completion rate by training, location, lab, manager, or learner.  
- Ability to push out required training to targeted users within 1 week after the course is available in the system.  
2. Mitigate IT Risk  
- Reduce length & number of outages by 90%.  
- More than 200 users can be logged in at once  
3. Consolidate training systems and reduce administrative burden on Faculty, Students, Staff and Researchers  
- Retire Eureka and TMS (the EH&S system)  
- 80% of all research compliance training can be accessed from the new system.  
- Number of users logging into the new system for at least one course increases by 50% one year after go-live (from ~17,000 to ~26,000)  
4. Continue our investment in Talent Management and support on-boarding  
- Integrate with PeopleSoft’s performance management system  
- Automatically assign training to staff upon hiring based on their job and department |