

POWERHOUSE UPSKILL

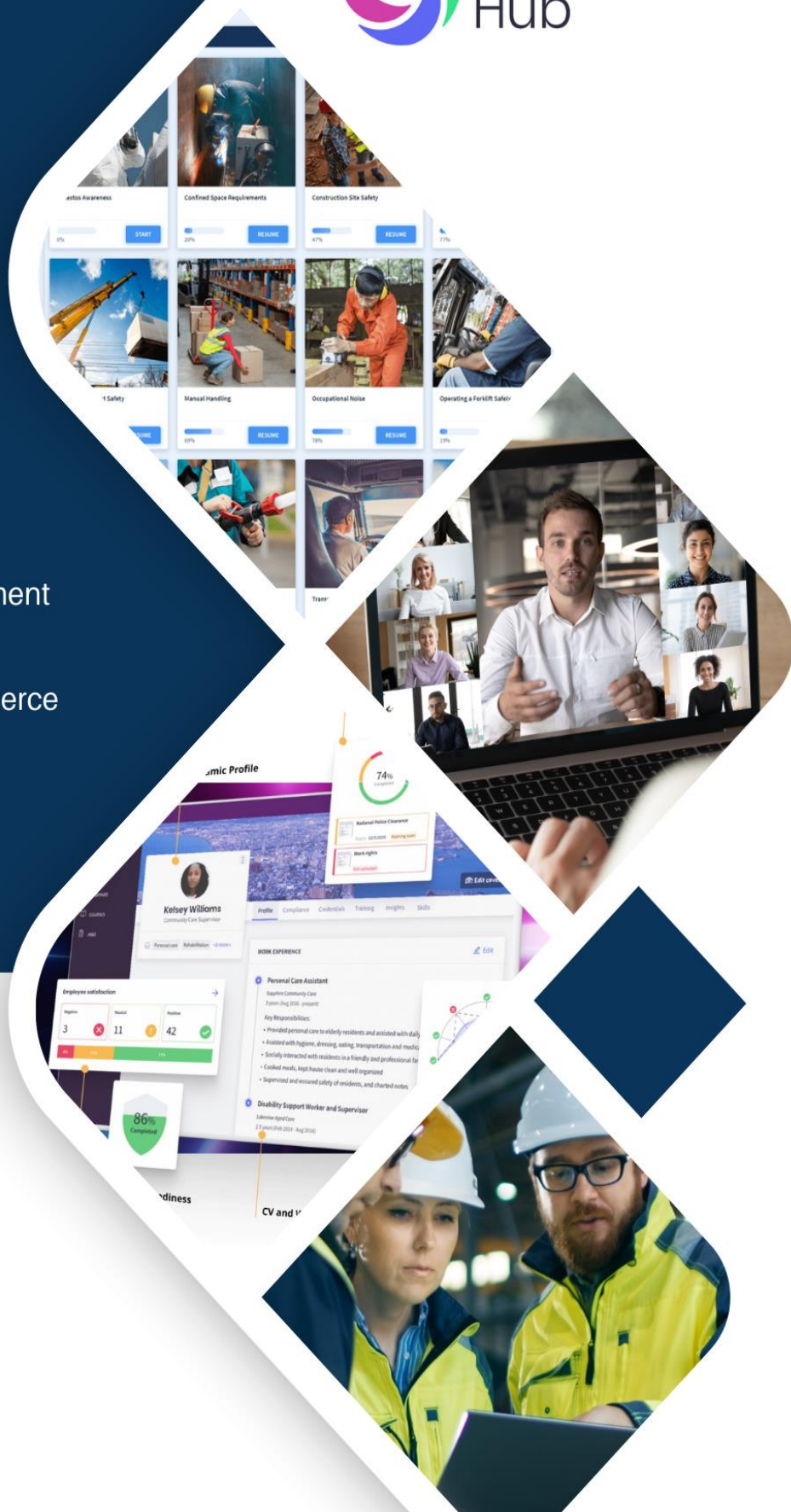
Driving compliance & job skills competency



- Online Training and Compliance
- Appraisal / Job Role Performance
- Continuing Professional Development
- Contractor Management
- Content Marketplace with eCommerce
- Event and Webinar Management

PowerHouse Upskill manages your workforce training program with course publishing, event and webinar management.

Upskill provides personalised Workforce Wallets to store all data and present job role skills and compliance gap analysis.



61 7 3518 4020



info@powerhousehub.com



Australia | UK | EU Singapore | UAE

CONTENTS

Your Complete Learning Management & Workforce Compliance Platform	5
Executive Summary of the PowerHouse Upskill Key Modules	6
Inform decisions with reporting & training analytics.....	9
powerhouse workforce wallet	10
Verified Compliance Records & Job Skills	10
Job Role Skill and Compliance Frameworks.....	11
Monitoring Workforce Insights	11
Digital Profile.....	12
Managing Workforce Compliance	12
Training Records and Skills Matrix.....	12
Onboarding, Induction and Appraisal Workflows.....	13
Reporting and Visual Data Tracking.....	13
Course publishing	14
PowerHouse Content Publisher	14
Event Management.....	16
Face-to-face training on the Event Manager.....	16
Webinar Management.....	17
Online training with the Webinar Manager	17
Assessment and Verification	18
Drive Productivity with Job Role Compliance	21
User Management and dashboards.....	23
Administrators.....	23
Managers	23
Employees/Learners.....	23
Contractors and Visitors.....	23
Candidates.....	23
Bulk Upload and Custom Fields	23
Site Administrator Dashboard.....	24
Employee / Learner Dashboard	24
Training Manager Dashboard.....	25
Job Role Manager Dashboard.....	25
Customised mobile training dashboards	26
Multi-Tenant Group Management	27
Hierarchical Structure and Reporting	27
Assigning Permissions to Groups.....	27

Multi-tenant Branding	27
Continuing Professional Development	28
Promote your CPD program.....	28
Your CPD website features:.....	28
Publish and license CPD courses	29
CPD conferences, workshops, and events	29
CPD webinars	29
CPD Workforce Wallets and Digital Profiles	29
CPD Training Dashboards for your members.....	30
Contractor Management	31
Onboard with license uploads and tracking	31
Onboard with contracts and background checks	31
Advanced reporting and onboarding analytics	32
Compliance Gap Analysis in Workforce Wallets.....	32
Onboard with induction and safety courses	33
Customised onboarding workflows to match role	33
Integrated contractor payroll and timesheets.....	34
Integrate with your current technology	34
eCommerce Management	34
Sell courses, events and webinars online	34
Design and Customisation	35
Branding and Style Guides.....	35
Custom Menus.....	35
User Profile Modules	35
Custom Settings	35
Induction and Appraisal Management	36
Pre-screen, onboard & appraise your workers	36
Build stunning Induction Workflows.....	36
Add background checks & upload compliance files	36
Increase New Hire Engagement & Improve Retention	36
Automated Appraisal Workflows.....	37
Job Role Framework Management.....	38
Profiling workers with Job Role Frameworks.....	38
Create Project Role Frameworks to find matched talent in my current employees.	38
Monitor compliance requirements that relate to your job roles.	38
Assign core job skills to job roles and track employees in real time	38
Assign skill outcomes to your job roles.	38

How your team leaders and managers verify job skills and uploaded compliance files.	39
What information can be added to Job Role Frameworks?	39
Communication Management	40
Messenger for Chat and Mentoring.....	40
Reminders and Alerts	41
Dashboard Polls and Quizzes	41
Group News	41
Reporting Management	42
Advanced reporting and training analytics	42
Recruitment Management: Powerhouse recruit	45
Course Library	47
PowerHouse Hub Course Catalogue.....	47
Payroll and Superannuation Onboarding – Australia only	47

UPSKILL LEARNING MANAGEMENT SYSTEM

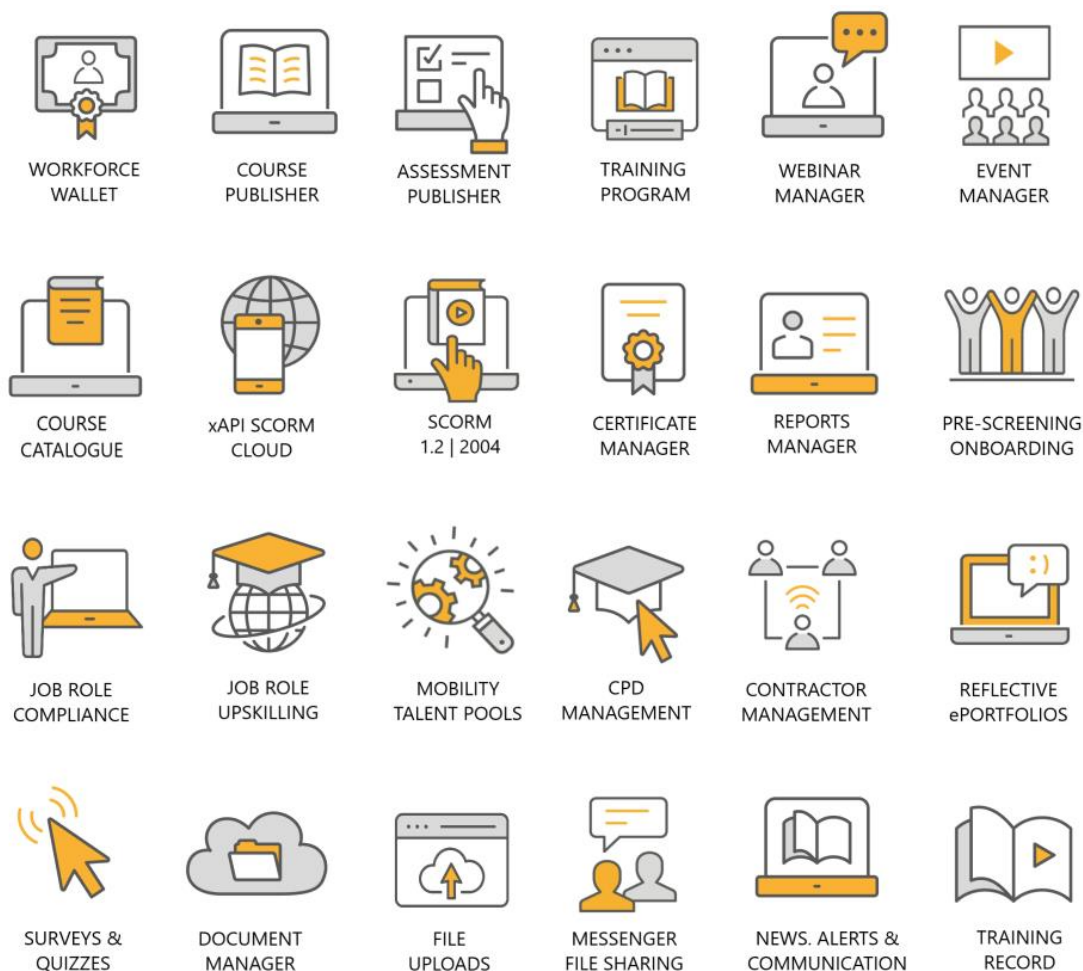
Deliver engaging and effective eLearning Programs

PowerHouse Upskill is a comprehensive Learning Management System (LMS) that builds, delivers and reports on your eLearning Programs.

The PowerHouse Upskill LMS features an interactive course builder, online courses with assessment, training programs, webinars and face-to-face training events. Customise your online learning portal, select your modules and launch your training program for your learners.



YOUR COMPLETE LEARNING MANAGEMENT & WORKFORCE COMPLIANCE PLATFORM



PowerHouse Upskill publishes personal Workforce Wallets that allow a worker to view their progress and address skill and compliance gaps. Data is presented visually to the worker and their managers to help drive workforce productivity and compliance.

We also manage your workforce training program with course publishing, event management, and webinar management. The platform offers multi-tenanted groups, CPD, e-Commerce, white-label branding, extensive reporting and integration with payroll, identity management and HR systems.

Your LMS Course Publisher

Publish unlimited courses or import your own SCORM courses

The Learning Management System features a multimedia course publisher. Build your own courses in minutes, add video, audio and animation and integrate your assessment.

Use authorware such as Adobe Captivate, Articulate and Storyline to create your own SCORM courses and import into the platform. Deliver external courses using the xAPI plugin or license and pre-load the library of Powerhouse courses that can be edited on the platform.

The LMS Course Publisher create integrated menus and navigation tools. Learners can resume courses from previous sessions and you can set pass rates, randomise responses and add a wide range of question types. Tests can be auto-marked or managed by assessors.



LMS Blended Learning Approach

Take your eLearning to the next level with Blended Learning

Self-paced and blended learning approaches are important to ensure that your learners are engaged and challenged. Self-paced learning is achieved by assigning mandatory and optional courses webinars and events to your groups.

Learners in the group review the optional training and subscribe to courses and activities to improve their skills and competencies while building career or learning pathways. Blended learning is delivered by the Training Plan Manager and includes the following:

- Multiple courses that can be accessed in any order
- Multiple courses accessed with a prerequisite pathway
- Add a course as preparation for an event or webinar
- Add courses, webinars and events to the training plan
- Centralised reporting with aggregated results
- A single completion certificate after the pathway is complete



LMS Training Event Manager

Promote your practical workshops and training events

The Learning Management System has a dedicated module to manage the planning, registration and attendance tracking of your workshops and face-to-face training sessions. The Event Manager Module has the following features:

- Publishing designated events to the learner dashboard
- The option for learners to register for an event
- Change permissions for the manager to assign events
- Events appear in the widget for Upcoming Training Activities
- A waitlist management tool for each session
- Marketing information regarding event learning outcomes
- Event attendance certificates
- Presentation of the event in the learners' Training Calendar
- Option to sell event registration with eCommerce integration

The platform records attendance, publishes completion date to the Workforce wallet and saves the data to the Training Record.



LMS Management of Webinars

Promote training webinars to learner dashboards

Integrating with your Zoom, Microsoft Teams and GoToMeeting accounts with our Learning Management System means that you can push your training webinars to your learner groups with your current account.

Learners log on to the Learner Dashboard and view assigned webinars in the left hand menu, calendar and Upcoming Training widget.

Learners view the webinar description and register for the session. The system send reminder emails and alerts and tracks the attendance. Personalised certificates are generated and the learner's Workforce Wallet and Training record are automatically updated and reports are produced.



PowerHouse Learning Management System

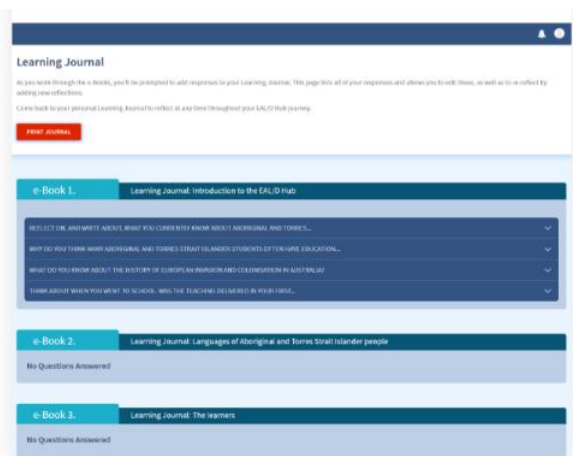
Personal Workforce Wallets and LMS Training Records

Workforce Wallets are generated dynamically for all learners on the platform. The personalised wallets feature all completed training courses, events and webinars with links to downloadable certificates.

Real-time reports are presented on a learner's progress through their training plans. The visual analytical reports display a skills gap analysis linked to the skill outcomes tagged to all training courses and activities.

The Training Record manages the import and compilation of all external training sessions. The learner and their line manager can view current and historical training completion data.



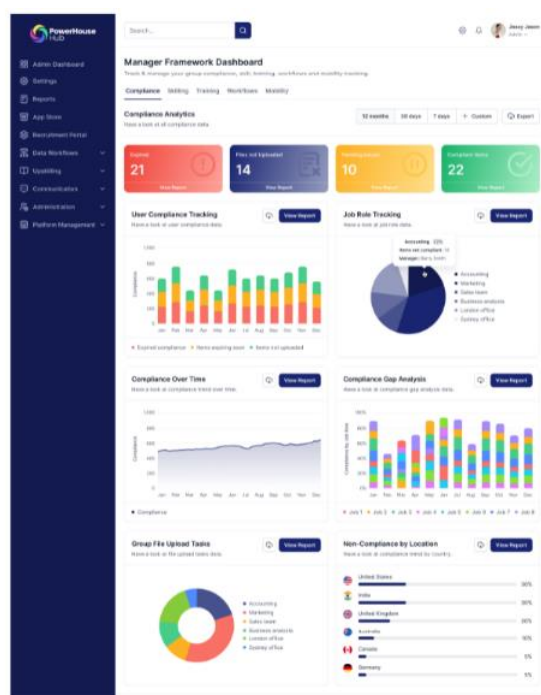


Learner Engagement

Gamification and collaboration features of the LMS

The Upskill Learning Management System features a range of gamification, collaboration and learner engagement assets which include:

- The activity-ranked Learner Leader Board
- Line Manager mentoring through Messenger
- Workforce Insights to monitor learner sentiment and attitude
- Survey and Reflective ePortfolios
- Dashboard polls and surveys
- Collaborative Chat groups with file upload sharing
- Learner feedback on course pages
- Course rated response surveys



PowerHouse Learning Management System

Personal Reflective ePortfolios

To extend learning beyond the online course, webinar or event, the personal Reflective ePortfolio allows the learner to make comments on their learning outcomes when they apply the training outcomes.

The Reflective ePortfolio is structured by survey questions that provide topics for the user to consider and publish comments. There is no limit to the number of dated reflections added to the eFolio.

The objective of the ePortfolio is create a stream of continuous learning comments that can be monitored by peers and/or line managers.



Your Learner Dashboard features:

LMS visual and data reporting on your learners

Line Managers can view visual analytical reports from all connected devices. The speed and accuracy of these real-time reports allow managers to monitor the progress of their team without having to access individual reports.

Site Administrators, senior executives and managers can view and download data reports on all aspects of their training programs



INFORM DECISIONS WITH REPORTING & TRAINING ANALYTICS

PowerHouse Upskill features dedicated reporting and tracking dashboards for group managers. The visual reporting schemas monitor the employees' training activity and presents an overarching dataset for the entire group. The data presents individual results on the number of courses, webinars, events, and surveys. Upskill presents this data over a set time.

Each training type has its own dedicated reporting page which allows managers to track the completion of training material for a specific user. The system also tracks a worker by displaying personalised progress graphs.

The manager has access to an extensive set of data reports that can filtered by activity, date, and groups and downloaded to be referenced off-site. The administrator to create and save custom reports.

The Certificate Manager also assigns personal attendance and completion certificates to workers and contractors upon completion of a training activity.



<https://powerhouseupskill.com/solutions/reporting-management/>

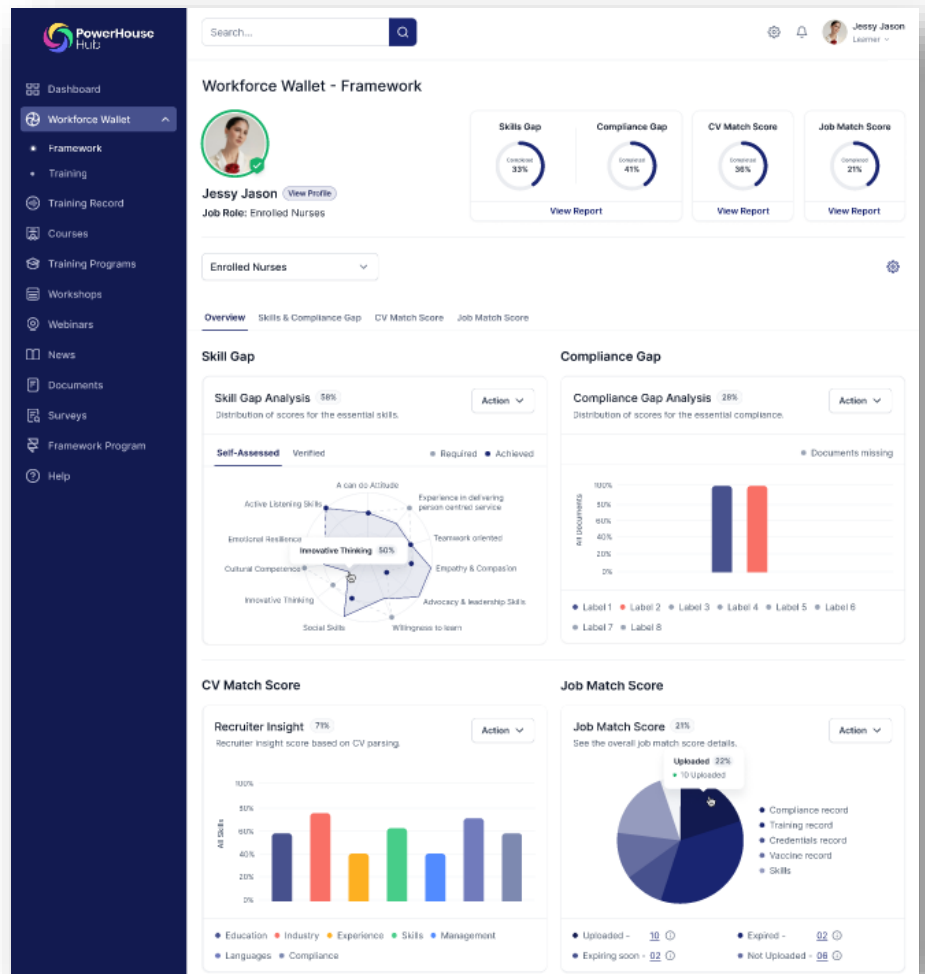
POWERHOUSE WORKFORCE WALLET

THE DIGITAL ID FOR YOUR TEAM

The PowerHouse Workforce Wallet and Digital Profile is the unique feature of the Learning Management System.

The Workforce Wallet is created dynamically for candidates who have applied for a job role. When the candidate completes a pre-screen all data, certificates and licenses are centralised in personalised Workforce Wallets and Digital Profiles.

When a new employee completes an onboarding workflow, all new data and uploaded files are added to the workers wallet. The wallet stores all compliance records, verified job skills and insights which can be accessed and monitored by managers.



VERIFIED COMPLIANCE RECORDS & JOB SKILLS

The Workforce Wallet can be accessed on a computer and all mobile devices as an app. Workers upload files or simply take photographs of their licenses and certificates and upload directly to their wallet.

The key features of the Workforce Wallet include:

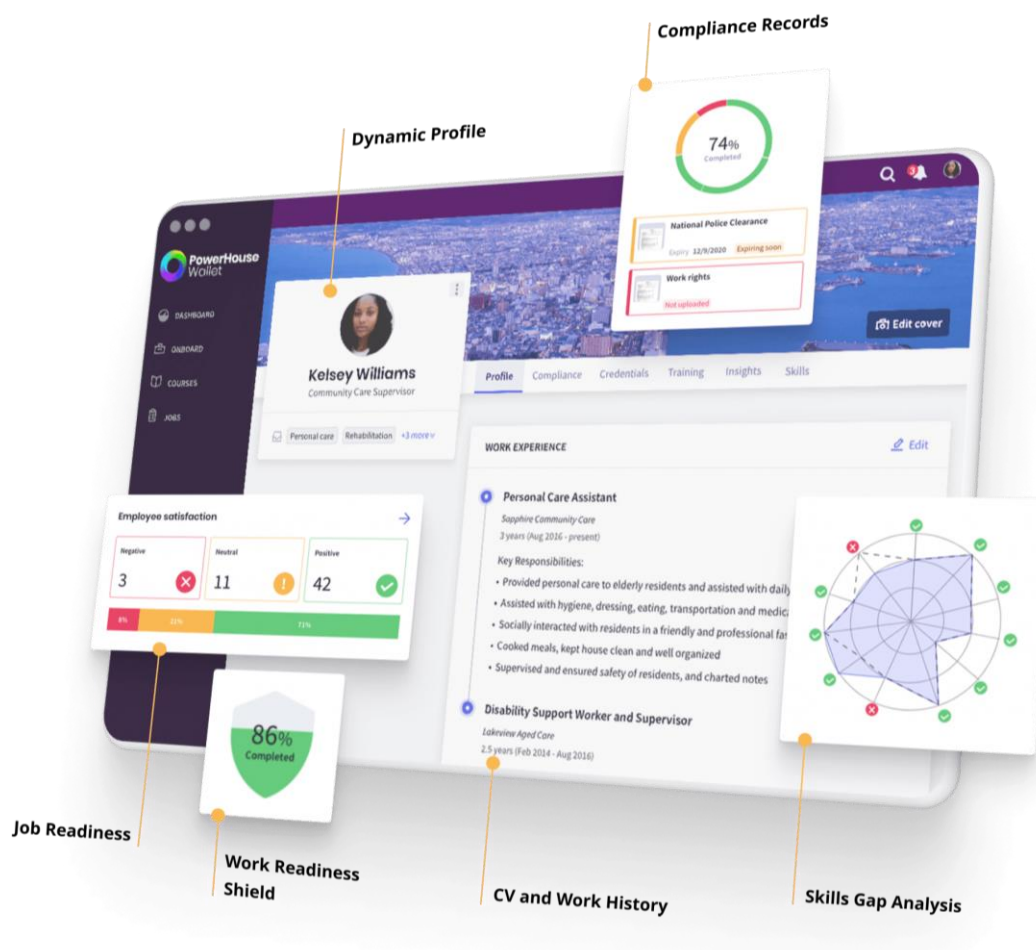
- Records all personal compliance records.
- Tracks expiry dates and sends alerts.
- Records searchable with dynamic reports.
- Real time tracking of compliance expiries.
- Monitors and verifies job skills by role.
- Publishes dynamic Skill Gap Analysis by role.
- Publishes a job readiness shield by role.
- Deliver job role upskilling programs.

The Workforce Wallet is linked to the PowerHouse Framework Module which allows you to create your own job roles and assign the skills, compliance and credentials to the role.

The worker can select a job role profile in the Workforce Wallet and start completing the training and compliance uploads set for the role. As part of our support of worker mobility, an employee can select future job roles and independently upskill for the role.

The Workforce Wallet showcases a real-time assessment and verification of the job role and publishes personal skills and compliance gap analyses. Alerts are posted to help the worker complete skills and compliance requirements, and a Work-Ready Shield is published.

MONITORING WORKFORCE INSIGHTS



The Workforce Wallet and Digital Profile monitors the attitude and well-being of each worker with the publishing of the Workforce Insights. Employees and contractors provide survey feedback throughout all phases of their employment and this data publishes to their profile. When a candidate completes a pre-screen and a new hire completes an onboarding workflow, specific surveys are posted to track their sentiment and satisfaction.

The Workforce Insights are featured on the employee's dashboard and presents information on employee satisfaction, sentiment, initiative, risk profile and eNPS. The Workforce Wallet aggregates all responses into a Positive Response gauge to all managers to monitor retention trends.

<https://powerhouseupskill.com/solutions/workforce-wallet/>

MANAGING WORKFORCE COMPLIANCE

The Workforce Wallet is linked to personal Digital Profiles for all workers. The Digital Profile stores a worker's compliance records and tracks the expiry date of each record. Automated alerts and reminders are sent to employees, contractors and their managers when a compliance file is set to expire.

Compliance records are uploaded by the workers or their managers during the pre-screening and onboarding workflows and throughout their employment.

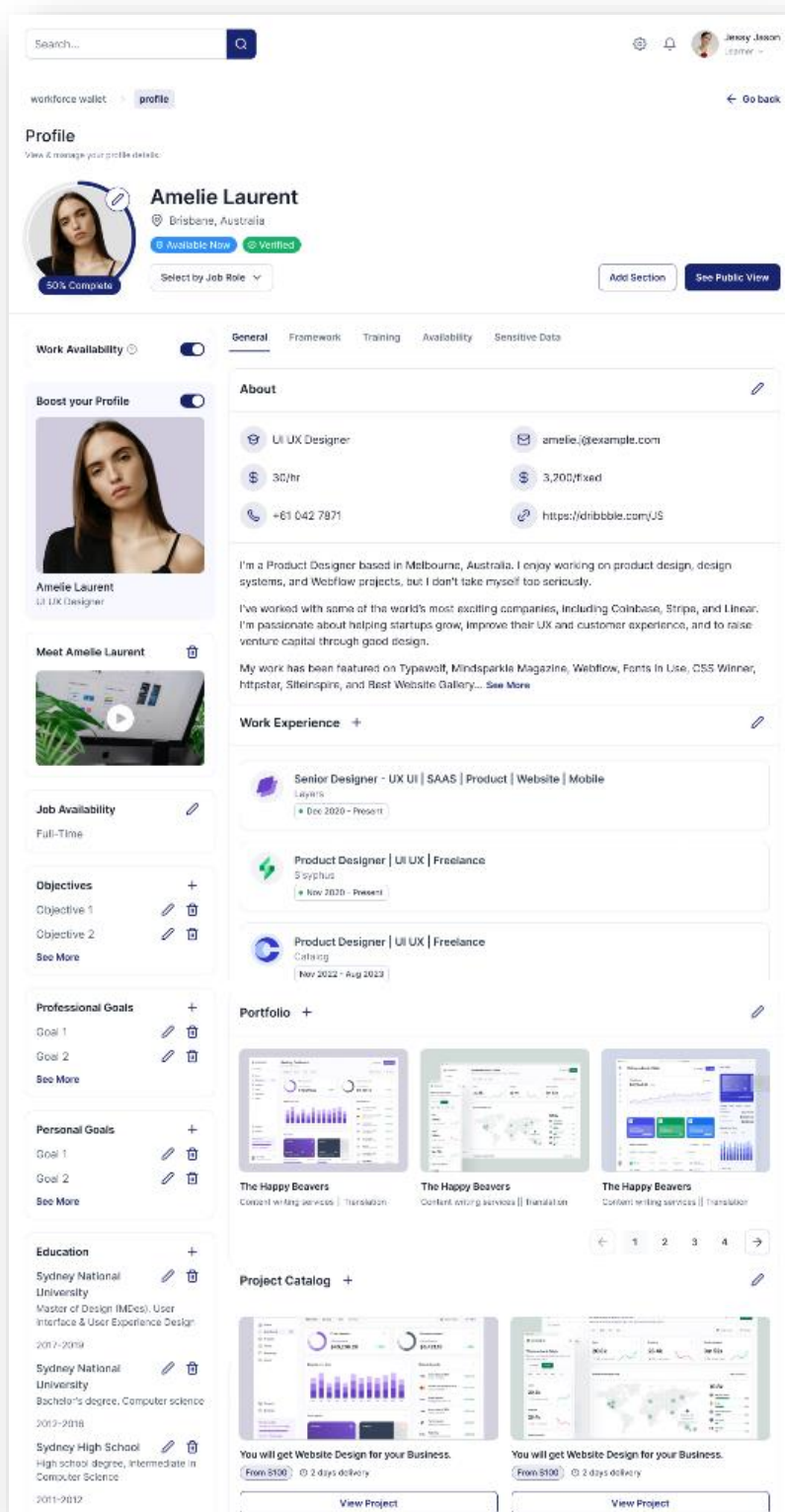
Compliance records can be assigned to a job framework to drive company compliance. A series a visual and data-based reports can be downloaded to monitor individuals, groups or whole of company compliance.

TRAINING RECORDS AND SKILLS MATRIX

The Digital Profile maintains a real-time record of a worker's training program including CPD. It records completed courses, webinars, events and training programs with completed certificates. In addition to training, the Workforce Wallet produces a skills matrix on every employee and contractor.

The skills matrix includes:

- Self-Assessed Skills (which can be validated by managers).
- Training Skills (activities tagged with job skills).
- Verified Skills Evidence (file uploads to verify skills).



<https://powerhouseupskill.com/solutions/digital-profile/>

ONBOARDING, INDUCTION AND APPRAISAL WORKFLOWS

When employees or contractors complete onboarding, induction and appraisal workflows all of the form data, uploaded files, corporate goals, endorsements, projects and performance data is recorded in the Digital Profile.

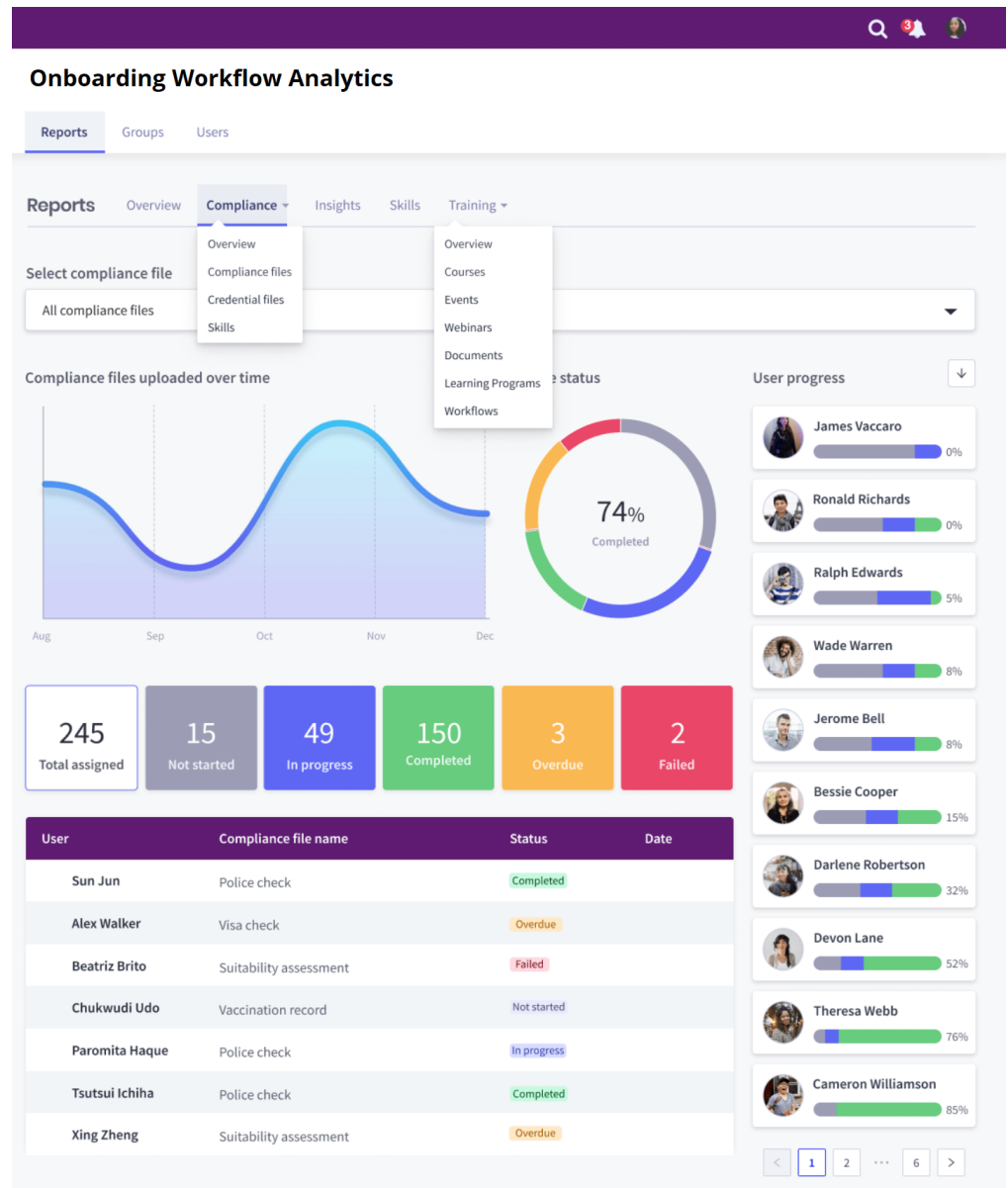
REPORTING AND VISUAL DATA TRACKING

Managers and administrators can view real-time visual reports to help mentor and support your workers. There are also an extensive set of reports that can be generated and exported.

PowerHouse Upskill delivers an effective onboarding that bonds new employees to the job and the company.

They are connected with the company culture, co-workers and have a clear understanding of the job role expectations and workflows.

New employees are more confident in their performance, contribute more quickly and have job clarity which all contributes to retaining your talent.



<https://powerhouseupskill.com/solutions/induction-and-onboarding-management/>

COURSE PUBLISHING

POWERHOUSE CONTENT PUBLISHER

PowerHouse Upskill features a comprehensive Content Publisher that allows you to build unlimited courses with rich media and assessment. The PowerHouse Content Publisher allows for rapid content production through a range of inbuilt, easy-to-use templates and tools, allowing you to create your training material with ease.

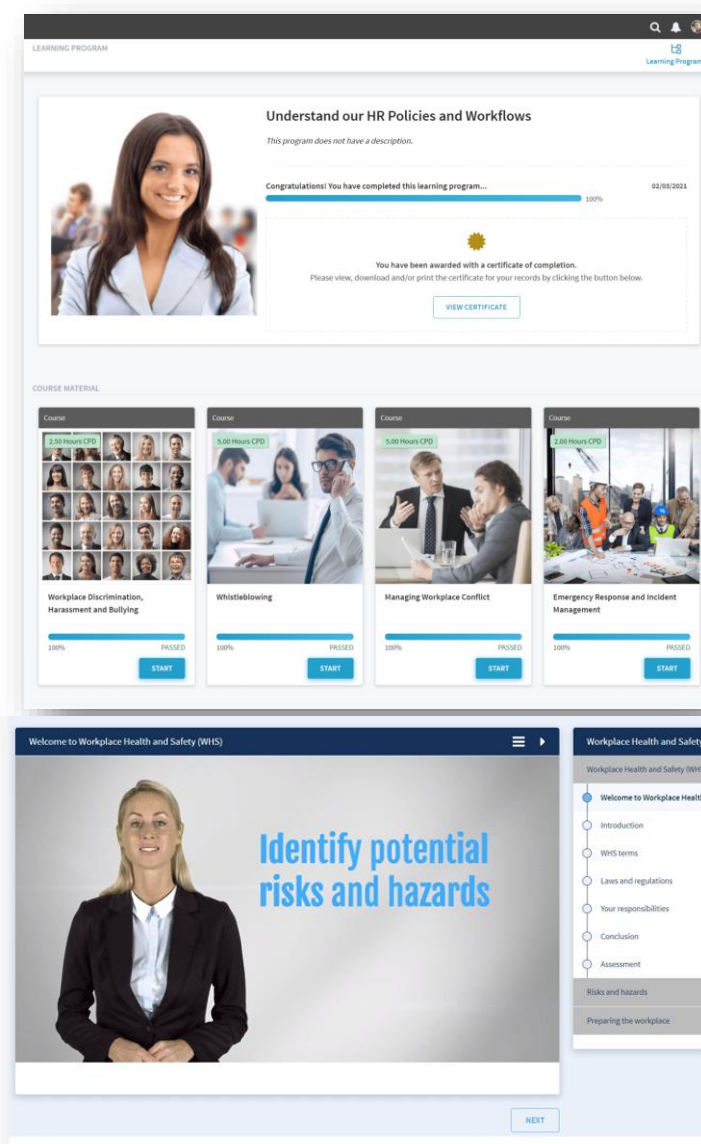
The Content Publisher is customised with your style guide to ensure that all published materials comply with your guidelines and conventions. Training videos, audio files, images, and SCORM objects can be seamlessly embedded into course pages, enabling you to efficiently reformat your existing training material to create a more engaging user experience.

The course and content building capability features include:

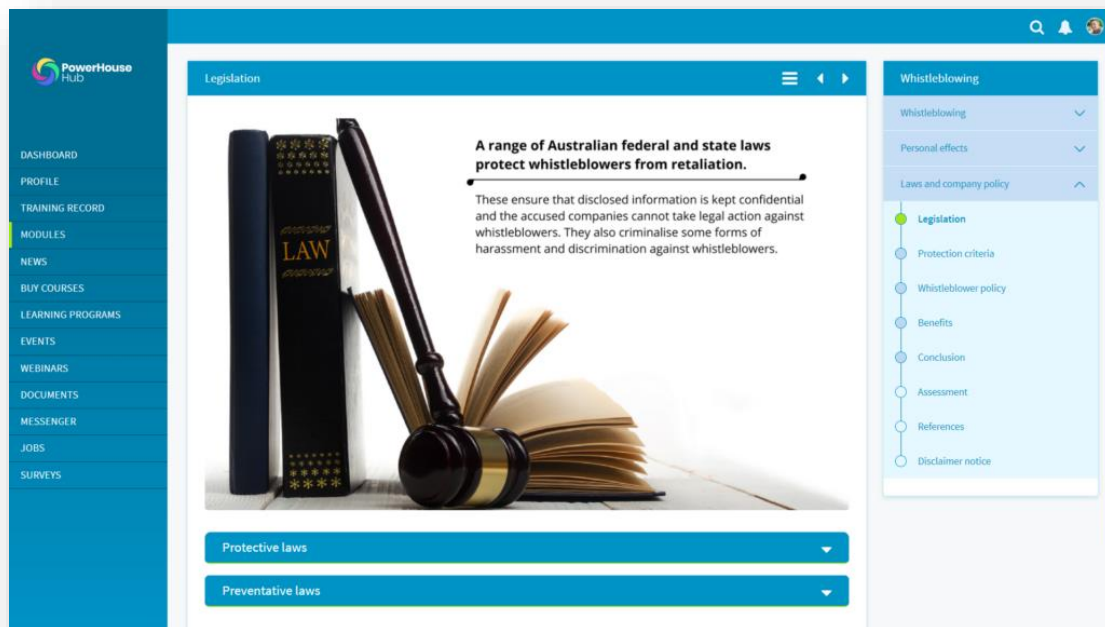
- Add text, headings with full formatting tools.
- Add unlimited content pages with your stylesheet.
- Upload images and drag and drop onto your pages.
- Embedded videos and multimedia.
- Add hyperlinked documents for downloads.
- Add accordions and tabbed content features.
- Reorder and duplicate pages and courses.
- Upload SCORM files and export courses.
- Upload content from Articulate, Captivate & other programs.
- Add pre, post and section tests with question banks.
- Set pass rates, expiry dates and re-induction dates.
- Archive courses and add skill outcomes metadata.
- Add Course Categories and add Reflective e-Portfolios.
- Add Course Surveys and add prerequisites.

The courses and platform are W3C compliant, support open standards and deliver content with AA accessibility conformance. The editor supports multiple languages to provide a localized experience to the team to post jobs, send offers, conduct interviews, fill scorecards, or refer candidates to roles in their native language.

Content (courses, documents, publications, and learning programs) is automatically published in HTML5 format, facilitating ease-of-access from all connected devices, allowing your candidates to complete forms



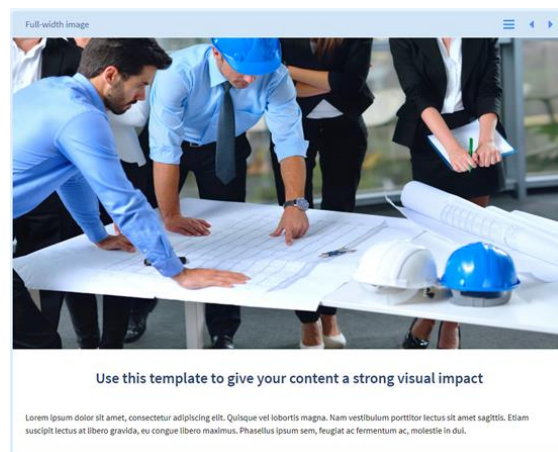
and training on-the-go. Content can be assigned to users' dashboards and organised into custom categories at the click of a button.



Import courses and SCORM content

While the PowerHouse Content Publisher is all you need to produce high-quality, interactive courses without the need for other content tools, we are proud to provide full support and integration for all other digital content development tools.

The editor supports all industry and accessibility standards and is fully SCORM compliant. Course editors can build their own courses with assessment or import SCORM 1.2 and 2004 files.



The platform also has the capability to export courses in SCORM format for use on other platforms. In addition, each page of a course allows editors to import courses and content built in Adobe Captivate, Articulate Storyline, Camtasia and other major course development applications.

Add video, audio, animations and images to your course pages.

The PowerHouse Content Publisher has been programmed to integrate video, audio, and animations into all content pages. The system is fully integrated with YouTube, Vimeo, Soundcloud and other major streaming web applications to deliver high quality content to your users.

All multimedia content is optimised for use on mobile devices, so users can easily access training content remotely and during travel.

<https://powerhouseupskill.com/solutions/course-publishing/>

EVENT MANAGEMENT

FACE-TO-FACE TRAINING ON THE EVENT MANAGER

PowerHouse Upskill features the Event Module which provides a total management solution for your workshops and face-to-face event training sessions.

Training events can be published and assigned to user groups. Workers in each group receive an alert of an upcoming event on their dashboard and the system sends email and SMS reminders for each event.

Permissions can be enabled by administrators to enrol staff into an event, or they can register themselves. Alternatively, the training events can be published to your Manager Dashboard and Managers can register specific users into selected sessions.

Events can be assigned to user dashboards or published on your login page to allow external users to review the public events and register on your platform to attend. There is also the option to enable the eCommerce gateways and add a fee to the event.

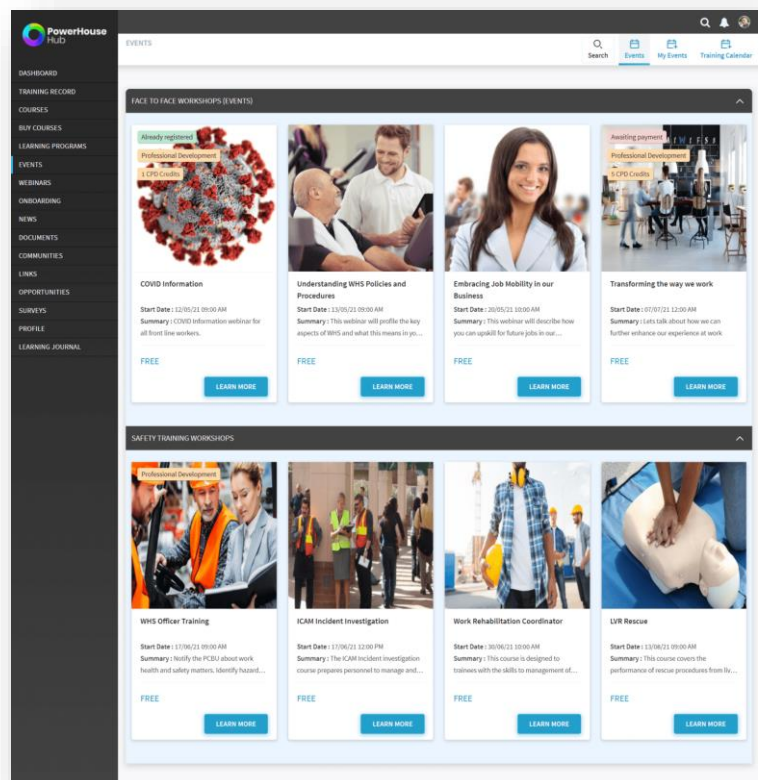
The platform manages the booking, payment, invoice and delivers personal and named attendance certificates at the end of a session.

Administrators can publish unlimited events, set presenters, venues, session times and number of attendees. After adding a description and category, events are assigned to specific work groups to ensure that workers only see what is relevant to them.

Employees can view event information or view the calendar to book upcoming sessions. Widgets on the dashboard also provide a list of upcoming training activities.

Workers can register for events and a waitlist manages over-subscription.

Attendance certificates are automatically issued, and the event is added to the Workforce Wallet.



<https://powerhouseupskill.com/solutions/event-management/>

WEBINAR MANAGEMENT

ONLINE TRAINING WITH THE WEBINAR MANAGER

PowerHouse Upskill features the Webinar Module which provides a total management solution for your online webinar training sessions.

The Webinar Manager Module integrates seamlessly with the Microsoft Teams, Zoom and Go-to-Meeting webinar applications. Create an account with your choice of webinar software and we integrate the details into our API settings.

Once established, your administrators can create unlimited webinars and assign these to your user groups to allow employees and contractors to register to attend selected webinars. The module allows you to add webinar titles, categories, promotional images, descriptions and registration links.

In addition to assigning sessions to your user groups, you have the option to publish webinars to the Home Page of your portal to allow external users to register to attend your training activity.

We also offer eCommerce integration for you to sell webinar registration with invoice and payment management.

The webinar module delivers your branded completion certificates, and all attendance data is written to the personalised Workforce Wallets for each user.

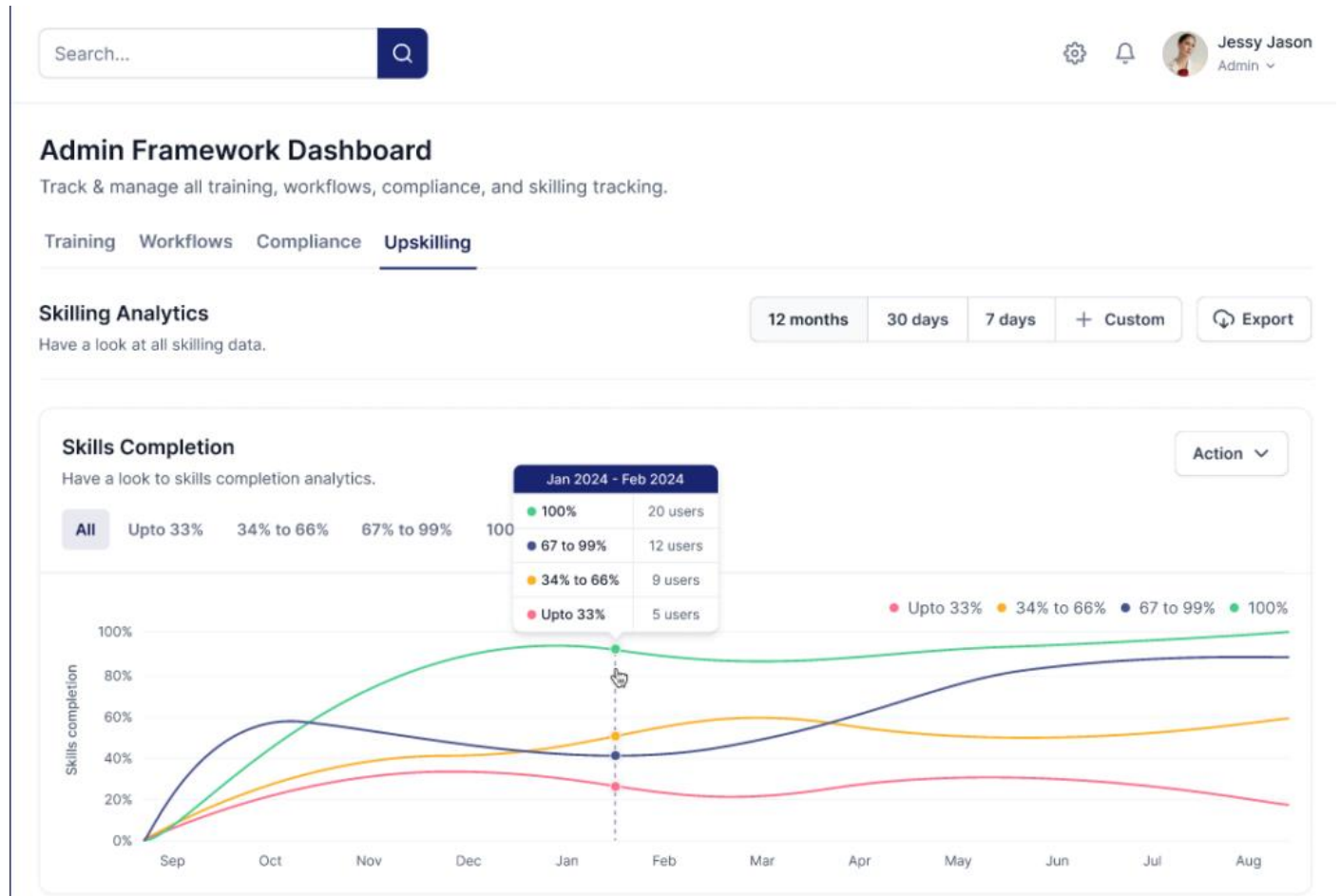


<https://powerhouseupskill.com/solutions/webinar-management/>

ASSESSMENT AND VERIFICATION

The PowerHouse Upskill platform provides a range of ways for you to manage skills verification and assess their understanding of your training. The platform has tools and workflows to verify and validate your workers' skills competencies.

The platform presents a reporting dashboard for managers to monitor their team's performance in attaining and verifying specific skills and competencies assigned to a job role.



Workforce skills data analytics

The Manager Dashboard features a customisable set of visual data analytical reports.

Managers and Verifiers use these dashboard reports to monitor their teams in terms of skills verification and competency completion. There is the ability to use filters to view the exact datasets.

These administrators can select users in their groups to view personal reports that are recorded in their Workforce Wallets and digital profiles.

Course assessment tools and question types

The PowerHouse Content Publisher offers an extensive set of question types to generate the data you need to validate your learner's knowledge and understanding including:

- Multiple Choice and True/False questions
- Re-Order Sequence questions
- Rated Response Survey questions
- File Upload questions
- Short Answer Questions



Online Course Assessment Tools

The PowerHouse Content Publisher which builds your online courses, also features a comprehensive Assessment Manager to build the tests in your courses. Before creating a test, you have the option to add the assessment settings for each of your courses. These settings include:

- Adding an assessment name
- Adding the Pass Rate for the assessment
- The option to include a Question Bank
- The option to randomise the question order for the learners
- Setting the maximum number of attempts for each question
- Setting the action to apply after a failed attempt
- Adding a skills verification task

The multiple choice, true/false, re-order and rated response surveys are automatically marked by the platform in real-time with immediate feedback.

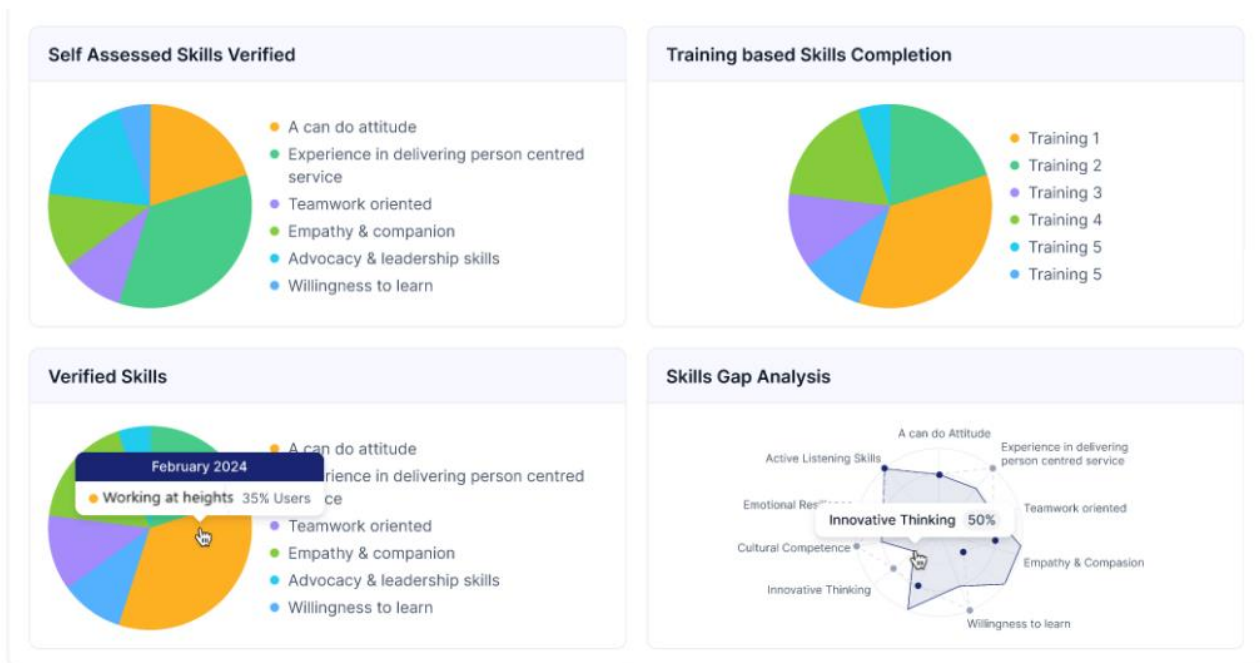
The PowerHouse Assessment Manager provides the option for more open-ended questions that are marked by your assessors. These questions include short answer questions and file upload questions where the learner will upload a file.

Skills verification and competency reports

The manager and verifier dashboards feature dynamic reports on the types of skills that have been verified by users in their groups.

The skills verification / competency types include:

1. Self-assessed skills verified by managers
2. Training-based competency assessed by the platform (courses, events and webinars)
3. Verified skills with evidence of competency (observation, video, image, file upload)



Job Compliance and Skills Verification are assessed as follows:

- Learner prompted to self-assess on core job skills
- Managers review performance and validate skill level
- Learner prompted to provide skill competency evidence
- Learner records skill with images/videos and uploads
- Manager reviews and verifies competency
- Learner prompted to upload compliance files

Verify your workforce skill-based competency programs:

1. Use the Framework Module to create your Competency Verification Program
2. Add the type of skills to be verified.
3. Include self-assessed, training-based or skills verified with evidence.
4. Assign the Competency Framework to your user groups.

Verification tools feature on the Manager Dashboards and the verification workflow is automated and supported with reminders and alerts. Users upload their own evidence in the form of videos, images, documents or verifiers use checklists, observation or upload their own evidence.

The skill-based verified competencies are uploaded to the user's Workforce Wallet and managers and administrators can access the data or generate real-time skill verification reports.

<https://powerhouseupskill.com/solutions/assessment-and-skills-verification/>

DRIVE PRODUCTIVITY WITH JOB ROLE COMPLIANCE

Extend the capability of the PowerHouse Upskill platform with Job Role Compliance and Upskilling. Drive your productivity and performance while ensuring your workforce is compliant and skilled.

The platform ensures that job roles and responsibilities adhere to relevant laws and policies. This process is critical in maintaining legal and regulatory standards, promoting ethical behaviour, and mitigating risks.

Senior executives view real-time data analytics and reports on job role compliance and upskilling. Visual graphs plot compliance and skill gaps with action to resolve issues.

Monitor your workforce compliance in real-time.

The Job Role Framework Module creates your job profiling by assigning core skills, credentials, and compliance requirements to each role. Your employees access personal dashboards to guide them through the assigned upskilling and compliance programs.

Your HR Directors, Safety Managers and Administrators assess the compliance status of all workers on a single dashboard. Line managers view the data of team members in their group.

The compliance dashboard displays the compliance streak data which is the current and longest time of continuous workforce compliance. The dynamic reporting shows non-compliant workers and compliance files expiring soon.

End-to-End Compliance Reporting

The Compliance Dashboard features the following reports:

- Workforce compliance streak
- Monthly compliance tracking
- Monthly compliance tracking by job role
- Compliance tracking by file type
- Compliance file type by job role
- Group compliance reporting
- Compliance gap analysis by job role



The visual reports allow managers to view the dynamic status of their worker's compliance levels. Managers use the action tab to view and export lists of non-compliance and they have the option to send automatic reminders to their team members to complete pending, overdue or missing compliance tasks.

Job Role Compliance Gap Analysis

The Framework Manager sets the compliance items for your job roles. Once assigned, staff upload their required licenses, certificates, access cards, visas and background checks etc.

Each worker views their Workforce Wallets to manage their job role compliance by uploading the required files with tracked expiry dates. The Compliance Gap Analysis highlights when files are missing or expired, and workers receive alerts and reminders to fix the gaps.

Workforce compliance promotes a culture of compliance, reduces the risk of legal and financial penalties and builds trust with customers. The Powerhouse Compliance Gap Analysis reports include:

- Workers with expired and missing compliance items.
- Workers with pending compliance tasks.
- Compliance Gap Analysis by job role.
- Compliance over time.

The screenshot displays the PowerHouse Hub Workforce Wallet interface. The left sidebar contains a navigation menu with options: Dashboard, Workforce Wallet (selected), Framework, Training, Training Record, Courses, Training Programs, Workshops, Webinars, News, Documents, Surveys, Framework Program, and Help. The main content area is titled 'Workforce Wallet - Framework' and features a user profile for Jessy J. (Brisbane, Australia, Available Now, Verified) with a job role of 'Enrolled Nurses'. Below the profile are four circular progress indicators: Skills Gap (33%), Compliance Gap (41%), CV Match Score (36%), and Job Match Score (21%). A dropdown menu shows 'Enrolled Nurses'. The bottom section contains two reports: 'Skill Gap Analysis' (33%) and 'Compliance Gap Analysis' (41%). The Skill Gap Analysis report shows a distribution of scores for essential skills, with a radar chart comparing 'Self-Assessed' and 'Verified' scores across various skills like Active Listening Skills, Emotional Resilience, Cultural Competence, Innovative Thinking, Social Skills, A can do Attitude, Experience in delivering person centred service, Teamwork oriented, Empathy & Compassion, Advocacy & leadership Skills, and Willingness to learn. The Compliance Gap Analysis report shows a bar chart of 'All Documents' (0% to 100%) for tasks 1 through 8, with a legend indicating 'Documents missing'.

<https://powerhouseupskill.com/solutions/job-role-compliance/>

USER MANAGEMENT AND DASHBOARDS

PowerHouse Upskill features a comprehensive User Module to manage access for users on your portal. The module allows you to create users at various user access levels. You have the option to create learners/workers, managers, businesses, and administrator accounts.

Integrate with your payroll and LDAP systems to ensure your user accounts are managed in your existing systems and reflected in real-time in the Upskill platform.

Integrate your users, import your users and/or allow your users to self-register. We offer all alternatives to manage your user accounts.

ADMINISTRATORS

Administrators have the highest level of access on the platform. Administrators can grant permissions to other users on the platform and edit any field required. As an administrator you can also restrict other users' accessibility across all module functions so they can only access what you want them to.

MANAGERS

Managers are assigned as group level administrators. Managers can run reporting on assigned content, activities and review job role frameworks for all workers in their group. Managers have the authorisation to oversee all learners and workers in the group. They can mentor users, assign custom courses, events and webinars and run reports in real-time.

EMPLOYEES/LEARNERS

Workers and learners access the platform via the User Dashboard which is designed to guide their completion of set tasks, courses, events, workflows and frameworks. All completion data and file uploads are stored in personal Workforce Wallets and Digital Profiles. Workers, just like managers, are assigned to a group structure so reporting and delegation of tasks are distributed correctly under each group.

CONTRACTORS AND VISITORS

Contractors and contracting businesses can be bulk uploaded to the platform, or they can self-register on the login page. Your administrators can customise the self-registration fields and forms to collect all required information. Contracting businesses can login and view their contractors to manage their skilling and compliance. The platform also provides visitor accounts to manage site access safety induction.

CANDIDATES

A Candidate user is created automatically when they apply for a job through PowerHouse Recruit and have been pre-screened for a job role. When the Candidate has been selected as a new hire, the user completes a payroll onboard and induction workflow when they transition to an Employee/Learner profile.

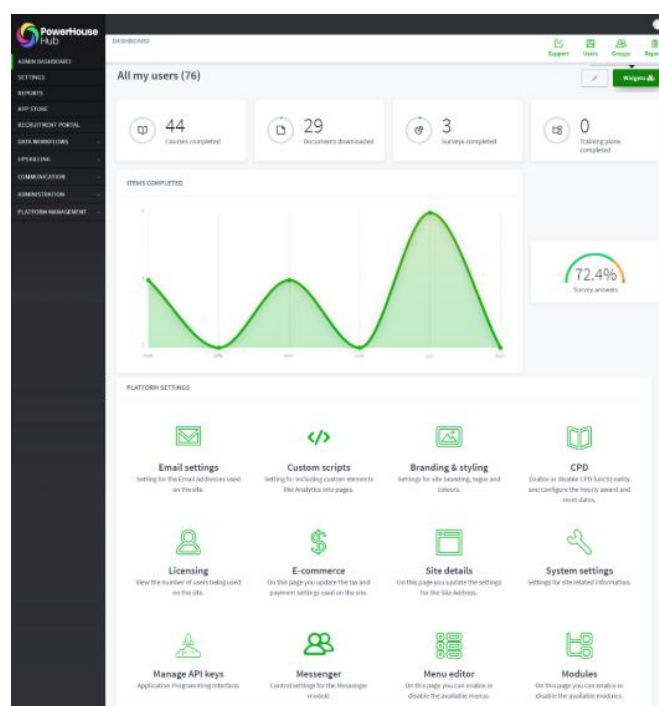
BULK UPLOAD AND CUSTOM FIELDS

For bulk upload of user types, this can be done by ensuring all relative fields are replicated and pre-filled in a CSV spreadsheet ready for upload. The User Module also features APIs to integrate with payroll systems as well as LDAP integration to streamline user authentication. The Custom Fields Setting allows administrators to create custom fields for users that can display in registration forms, reports, user profiles and more. Robust configuration options capture almost every requirement and seamlessly integrate into our SAML 2.0 SSO solutions.

SITE ADMINISTRATOR DASHBOARD

The Site Administrator User Profile features a dedicated dashboard. The tools, functions and features of the dashboard includes:

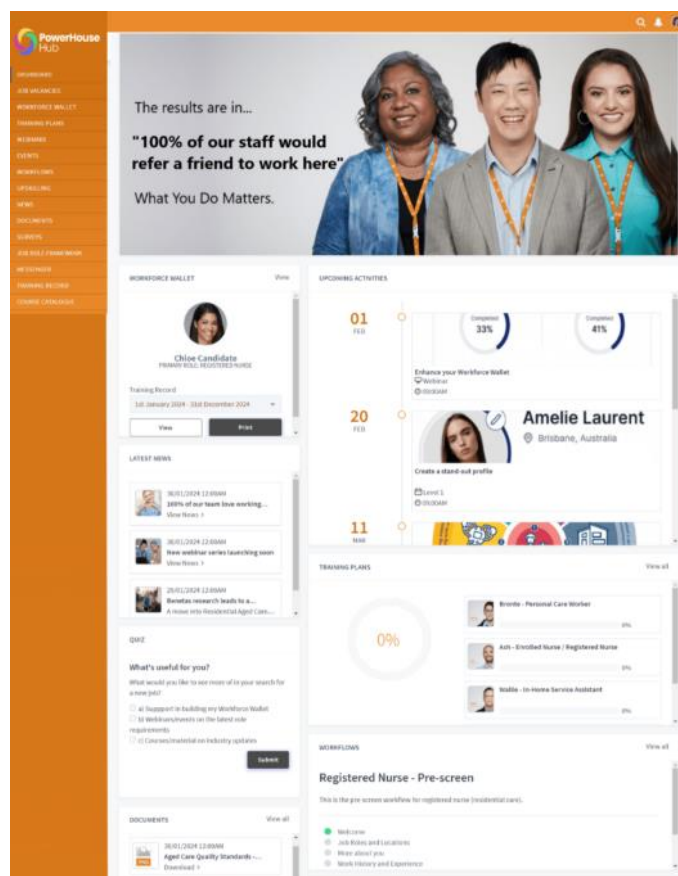
- Email settings
- Branding and styling tools to brand the site
- CPD Management settings
- Licensing options and upgrades
- eCommerce integration settings
- Site details
- System Settings
- Security, LDAP, Password, Credential settings
- Setting Profile Permissions
- Managing API keys and SAML SSO settings
- Menu Editor
- Messaging settings
- Module permissions
- Administrator and sub-administrator settings
- User and Group Management
- Job Role Framework Management
- eLearning Management
- Reporting Management



EMPLOYEE / LEARNER DASHBOARD

The Employer / Worker / Contractor / Visitor / Learner User Profile features a dedicated dashboard. The functions and features of the dashboard includes:

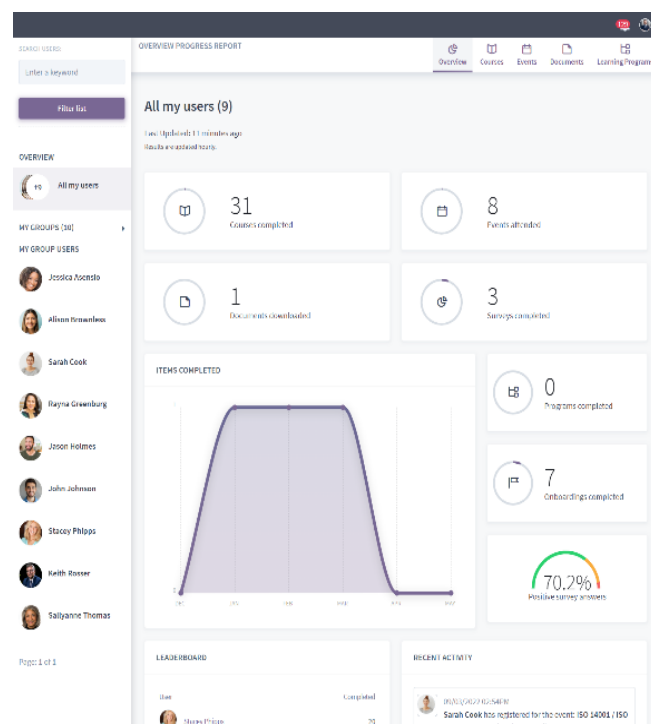
- Workforce Wallet
- Digital Profile
- Training Record
- Online Courses and Learning Plans
- Training Events and Webinars
- News Feed and Document Library
- Online Polls and Quizzes
- Onboarding and Pre-Screen Workflows
- Workforce Insight Surveys
- Reflective ePortfolios
- Upcoming Activities
- Dashboard Banners
- Messenger
- Job Role Frameworks
- Talent Mobility
- Alerts and Reminders and Search
- Rated Response Surveys
- Dashboard Widgets



TRAINING MANAGER DASHBOARD

The Line Manager User Profile features a dedicated dashboard to manage training. The functions and features of the Training Dashboard include:

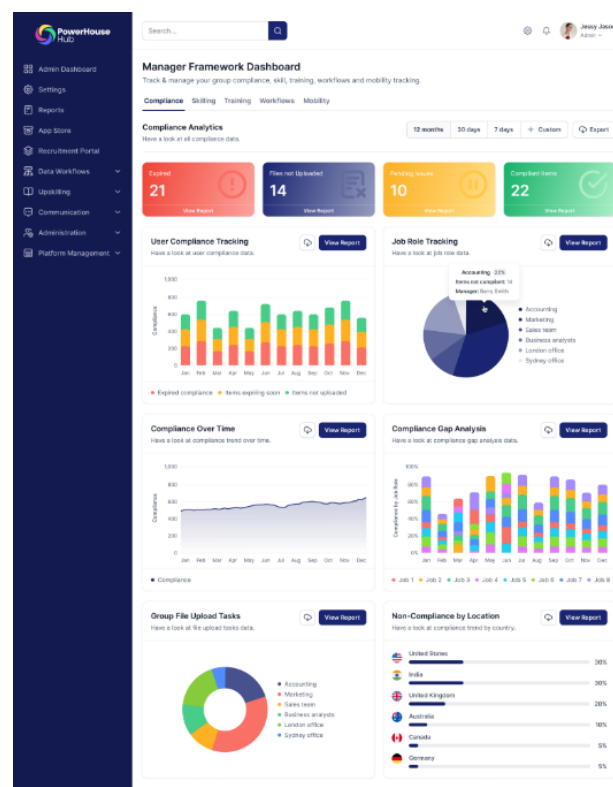
- Training items completed over time
- The number of courses and training programs completed
- The number of events and webinars completed
- Monitoring the progress of onboarding and pre-screening workflows
- Monitoring the Workforce Insights data
- Reviewing recent activity and the Leader Board
- Assigning courses, events and webinars to users
- Monitoring the Training Dashboards of users
- Adding escalation notes to HR for resolution
- Mentoring and communicating with users via messenger
- Publishing news and documents
- Adding and reporting on users



JOB ROLE MANAGER DASHBOARD

The Line Manager User Profile features a dedicated dashboard to manage Job Role Compliance and Upskilling. The features include:

- Real-time tracking on users with an expired compliance item
- Visual and data reporting on Job Role Compliance Gaps
- Visual and data reporting on Job Role Upskilling Gaps
- Real-time tracking on the status of Work-Ready Shields
- Monitoring compliance over time
- Real-time tracking on missing compliance files
- Monitoring group performance on compliance and upskilling
- Access to a user's Workforce Wallet
- Access to a user's Digital Profile
- Verification of Self-Assessed Skills
- Upload of Skills Verification files
- Data export function

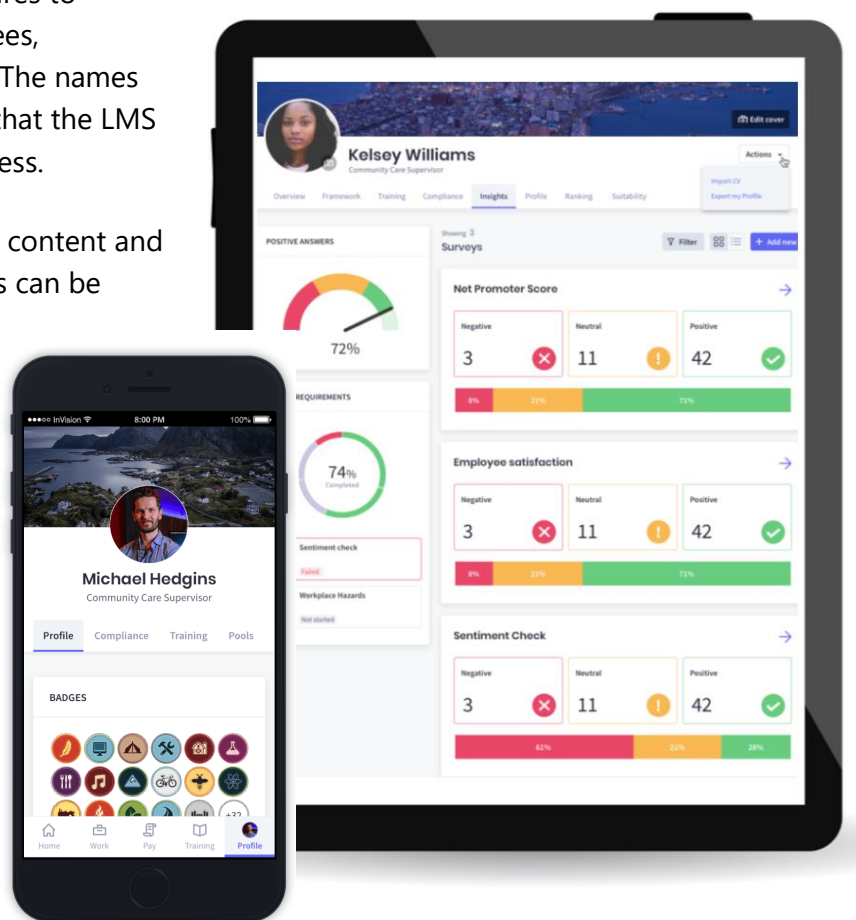


CUSTOMISED MOBILE TRAINING DASHBOARDS

PowerHouse Upskill boasts a range of features to deliver customised dashboards for employees, contractors, managers, visitors, and admin. The names of menus can be easily changed to ensure that the LMS uses the language contextual to your business.

Dashboard widgets provide quick access to content and tasks. Dashboard banners, polls and surveys can be published to a group page. Groups can be branded, and multiple managers can be added.

Upskill is optimised for all mobile/smart devices including the ability to access the platform via apps on iPhones, smartphones, iPads, and tablets.



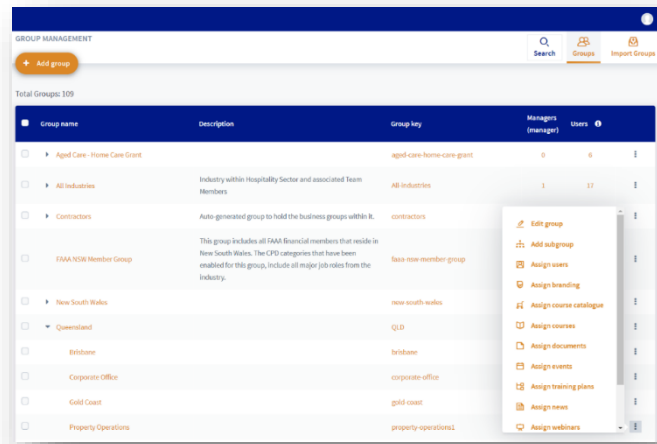
<https://powerhouseupskill.com/solutions/user-management/>

MULTI-TENANT GROUP MANAGEMENT

This module allows administrators to build unlimited groups to reflect your business structure. For instance, groups could be set up based on location, job roles, user profile or a combination of these areas. In addition to building a flat group structure, the module allows you to add sub-groups to your groups to build a hierarchical reporting structure.

HIERARCHICAL STRUCTURE AND REPORTING

The hierarchical functionality allows administrators to assign Managers to a top-level group which gives them management capacity to all linked sub-groups. When integrating with your payroll systems, the payroll groups can automatically be added to the group Module to ensure that you have one point of truth in managing the allocation of your workers and contractors.



ASSIGNING PERMISSIONS TO GROUPS

The Group Module is a powerful management tool as administrators can assign users to one or multiple groups. In addition, they can complete the following functions for each group:

- Assign Documents
- Assign Branding
- Assign Course Cart courses
- Assign Courses
- Assign Events
- Assign Training Plans
- Assign News
- Assign Webinars
- Assign Users
- Assign Optional Courses
- Assign Frameworks and additional frameworks

MULTI-TENANT BRANDING

Administrators have the capability to add specific brands/logos to each group to deliver a solution for multiple companies on the same portal.

<https://powerhouseupskill.com/solutions/multi-tenant-group-management/>

CONTINUING PROFESSIONAL DEVELOPMENT

PowerHouse Upskill features a complete CPD Management Platform for associations and professional bodies. The CPD software is designed to deliver events, webinars and online training to your members.

PowerHouse CPD delivers a branded portal to manage the registration and payment of your organisation's events and webinars. Your association can publish and sell CPD courses and help your members meet their annual CPD compliance.

You can share documents and use the communication tools to conference, collaborate, mentor, message, broadcast, and survey members.



PROMOTE YOUR CPD PROGRAM

PowerHouse Upskill features a branded website that is linked to your member website. Your access options include member login, non-member self-registration, and the marketing of your CPD courses, events and webinars.

The website is a unique feature of the PowerHouse CPD solution. The website features your logo, menus, custom web pages, forms, registration forms and is linked to your current association website.

YOUR CPD WEBSITE FEATURES:

- A dedicated CMS to build your own site map of pages to promote your CPD Portal.
- The ability to add text, images and video to each page.
- The ability to add SEO data to each page to assist Internet rankings.
- The set-up of the Stripe e-commerce account to manage transactions and revenue share payments.
- The Course Catalogue Module to allow you to select courses, add a price for the course, assign CPD points to the course and publish the course to your website.
- The Event and Webinars Modules to allow you to add prices, CPD points, marketing text, registration costs and publish events and webinars to your website. Host your webinars with Zoom, Teams, and GoToMeeting: all completely integrated in the platform.
- The ability for members to login to purchase courses or complete registration.
- The ability for non-members and visitors to self-register on the site and complete their registration and payment of your CPD activities.

The CPD platform is also multi-tenanted, meaning you can publish a CPD Group for each employer member in your association. Each employer can then deliver your CPD to their staff for a fee, allowing you to generate revenue.

<https://powerhouseupskill.com/solutions/powerhouse-continuing-professional-development-2/>

PUBLISH AND LICENSE CPD COURSES

PowerHouse Upskill features a Content Publisher for you to build unlimited CPD courses. Your courses can include text, images, video, animation, surveys, and assessment. Assign CPD hours/units as well as an access fee to generate revenue.

The platform is SCORM compliant, allowing you to import partner SCORM courses. It is also xAPI compliant, allowing you to connect with partner course libraries in the cloud.

CPD CONFERENCES, WORKSHOPS, AND EVENTS

The CPD Management Platform also features a powerful Event Management module. You can host CPD conferences, workshops, and face-to-face training sessions. The tools allow you to add:

- Your presenters and venues
- Marketing images and videos
- One session or multiple sessions
- Dates and times for sessions
- A waitlist management tool for each session
- A description to promote the event
- CPD hours, points or units to each session
- The event to your CPD Calendar
- A CPD Event Certificate
- An attendance fee in the eCommerce engine

In addition, PowerHouse Upskill will track attendance, issue invoices, and will save data to the Training Record.

CPD WEBINARS

PowerHouse Upskill provides centralised management of your CPD webinars and seminars.

The platform offers full integration via the App Marketplace with the GoToMeeting, Zoom and Microsoft Teams applications.

Managing your CPD webinars is so easy. Add new webinar, set the date and times, provide a description, date and time of the webinar, upload a marketing image, assign a certificate, add contact details, link to webinar category, add CPD points and a subscription fee to attend.

After the webinar is completed, all registered users receive personalised certificates and the CPD points are added to their Training Record. Admin can run reports on courses, events and webinars.

CPD WORKFORCE WALLETS AND DIGITAL PROFILES

PowerHouse Upskill publishes dynamic digital profiles, CPD Training Records and Workforce Wallets for all members.

The PowerHouse Training Record stores the details of all completed CPD courses, events and webinars in chronological order. It provides the date, events details, and CPD points awarded for each activity.

The Training Record also manages the import and compilation of all external CPD sessions. The member adds the date and details of the event and uploads evidence of completion that can be verified by your managers.

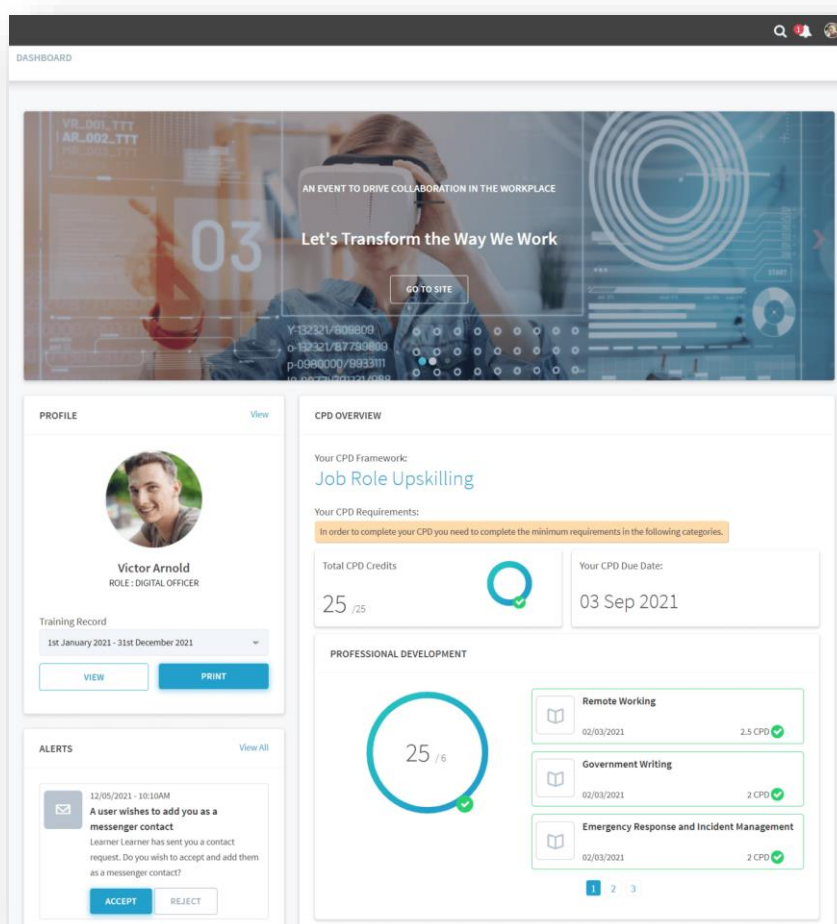
The Workforce Wallet features CPD Tracking with annual targets, end dates, progress and an overarching percentage monitoring of the current CPD status.

CPD TRAINING DASHBOARDS FOR YOUR MEMBERS

The dashboard simplifies CPD completion by presenting assigned courses, events and webinars and allowing the member to select training that interests them.

The CPD Training Dashboard features the following:

- CPD targets and current achievement status.
- Ability to pay & subscribe for courses, events & webinars.
- Ability to start and resume CPD Courses.
- Alerts on upcoming CPD events and webinars.
- CPD news and documents.
- CPD Training Record and Workforce Wallet.
- CPD Calendar showing events and webinars.



Your administrators and managers can view member CPD dashboards or generate an extensive range to track all CPD activity and revenue. The reports also provide data on the CPD assigned to your job roles and member groups.



The PowerHouse Contractor Management System is your end-to-end platform with compliance tracking, onboarding, license / file uploading, upskilling and reporting.

Your contracting businesses can register on your platform and self-register their own workers in accordance with your compliance and skilling requirements.

Deploy as your standalone contracting platform or integrate with your current systems including proximity software, identity management and rostering systems.

ONBOARD WITH LICENSE UPLOADS AND TRACKING

The PowerHouse Contractor Management System features customised onboarding workflows that manage the collection of licenses and certificates based on job role.

The certificate and license uploads also include the automated monitoring of expiry dates. Reminder alerts are sent to contractors and managers to upload replacement certificates.

The compliance files are stored on Workforce Wallets which are tracked and verified by your safety managers. Visual and data reports are generated on the compliance level of a contractor or group of workers and showcased on manager dashboards.

ONBOARD WITH CONTRACTS AND BACKGROUND CHECKS

PowerHouse Contractor onboarding features an integrated app store to allow additional functionality in your workflows. You can manage the digital signing of your contracts with DocuSign or add a simple digital signature page to your flows.

The system is integrated with background checking apps to manage your work rights, visas and background checks. The workflows can also be upgraded to include integration with your current apps.

The Contractor Management System features reporting and tracking dashboards for managers. Managers are assigned to groups and view the progress of all their contractors.

The visual reporting schemas monitor the contractor onboarding and training activity and also present an overarching dataset for the entire group. A manager can view a wide range of onboarding reporting data including:

- Traffic lights to show not started, in progress, completed, overdue and failed onboarding workflows
- Clickable traffic lights to display the users in each status group
- Visual progress charts for all contractors in a group
- Visual progress monitoring of group by time and completion

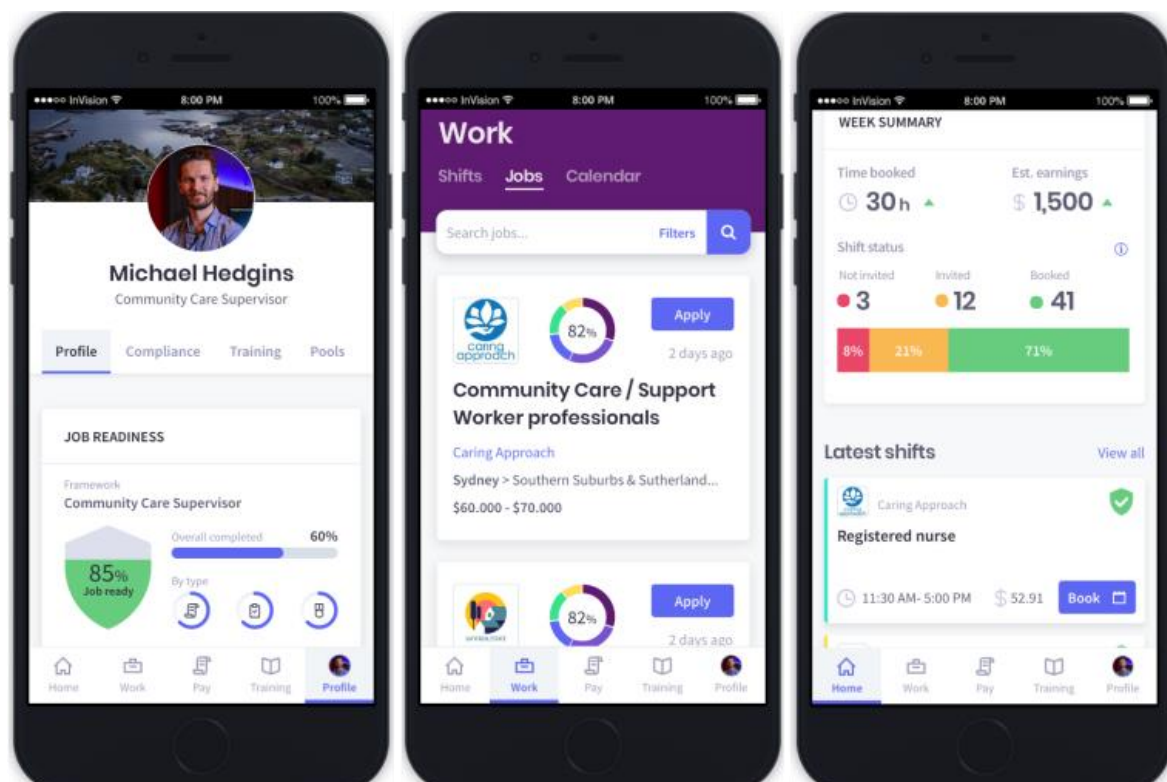
The manager can select a user to view their onboarding progress and assist with completion by posting and responding to questions and assisting in uploading documents and completing required tasks. Managers can also extend due dates.

COMPLIANCE GAP ANALYSIS IN WORKFORCE WALLETS

The personal Workforce Wallets are automatically generated for all of your contractors and are used to feature their uploaded and verified CV, compliance and credential files.

Contractors upload personal contact information and provide their availability to poll for opportunities, jobs and/or shifts.

The Workforce Wallet provides access to upskilling courses and programs and job skills are validated by managers and feature on the wallet with job role framework schemas.



PowerHouse Contractor onboarding allows you to add online induction courses to your workflows. You can build or import your SCORM courses or license courses from our course library. The library includes over 80 titles in the following categories:

- Governance and Code of Conduct
- Workplace, Health and Safety
- Human Resource Essentials
- Information Management
- Construction Safety
- Working in Care
- Personal Protective Equipment
- Working at Heights
- Fire Safety and Fire Warden
- Emergency Evacuation

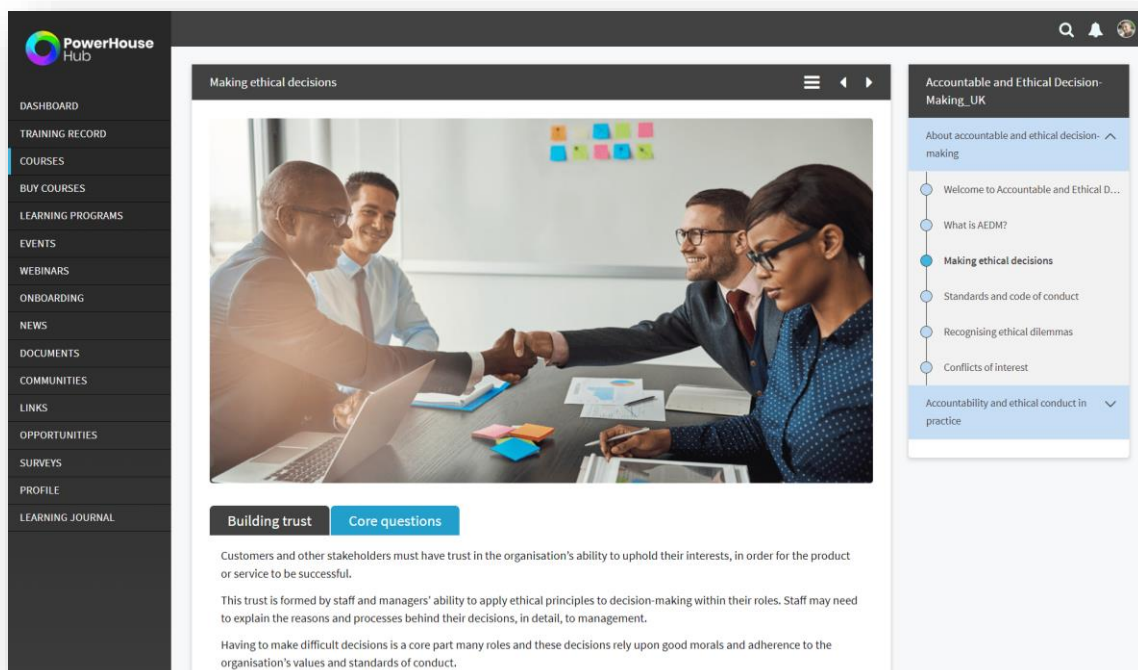
All onboarding workflows produce personalised and dated certificates that document the uploads and completed courses.

CUSTOMISED ONBOARDING WORKFLOWS TO MATCH ROLE

The Contractor Management System allows you to build unlimited pre-screening and onboarding workflows which can be customised for the job role, work type or location.

Onboarding workflows can include customised forms, suitability assessments, background checks, digital contracts, file uploads, self-assessment of job skills, talent pools and induction courses.

The customised workflows can be assigned to specific work groups or job roles to personalise the onboarding experience.



INTEGRATED CONTRACTOR PAYROLL AND TIMESHEETS

The Upskill Contractor Management System can be deployed with integrated payroll and timesheets to manage your outsourced contingent workforce.

Generate a single invoice to pay your team of contractors and allow us to manage the awards and HR compliance involved in the deployment of payroll and rostering for your team.

With PowerHouse Upskill Contractor, you can focus on your business, not payroll. Let us navigate the complexities of compliance including Single Touch Payroll (STP), payroll deductions, tax, superannuation and other third-party payments.

INTEGRATE WITH YOUR CURRENT TECHNOLOGY

The PowerHouse Upskill Contractor Management System is accessed on all connected devices. Contractors use PCs or Smartphones to register & complete inductions and file uploads.

The platform can be delivered as a hosted standalone portal or integrated with other contingent workforce apps. The platform features APIs to connect with your ID systems, proximity security systems, and all other applications in your technology stack.

<https://powerhouseupskill.com/solutions/contractor-management-software/>

ECOMMERCE MANAGEMENT

SELL COURSES, EVENTS AND WEBINARS ONLINE

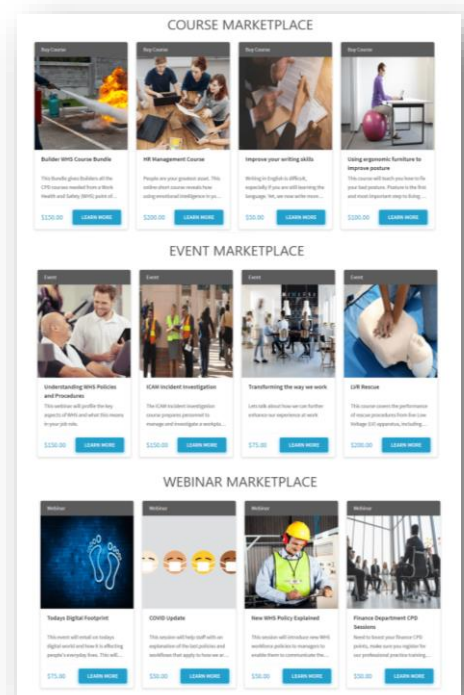
PowerHouse Upskill is optimised with eCommerce Marketplaces to sell your courses, events and webinars.

The LMS offers integration with the Stripe and PayPal eCommerce gateways which are linked directly to your bank to receive revenue from the sale of your training activities.

In addition to selling activities to your registered users, the LMS features the ability for you to publish an eCommerce marketplace to promote your courses, events and webinars to your customers.

The Course Catalogue provides an activity tile for each activity with an image, title, description and price.

All financial data is managed through the PCI compliant gateways and after a successful payment, our platform delivers access codes and invoices and receipts directly to the purchaser.



<https://powerhouseupskill.com/solutions/e-commerce-management/>

BRANDING AND STYLE GUIDES

PowerHouse Upskill features an extensive design customisation capability. Customer portals feature the following:

- Upload logos to all public and administration pages.
- Upload Home Page images and backgrounds to the portal. Add a custom favicon to the Internet tab.
- Change the portal colour palette to align to the customer's stylesheet.
- Upload the banner to the Workforce Wallet.
- Customise the dashboard banners and placeholder image.

CUSTOM MENUS

PowerHouse Upskill allows administrators to have total control over the menus on the portal. Features include the ability to:

- Enable or disable modules for your different user types.
- Rename the modules to reflect your company's language.
- Drag and drop the order of the menu items.
- Set the Home Page items for each user type.
- Enable, drag and drop and resize dashboard widgets.

USER PROFILE MODULES

PowerHouse Upskill provides extensive user profile customisation including:

- Adding custom fields to contractor and worker registration forms.
- Add mandatory and optional custom fields to user profiles.
- Customise the security settings on user profile access and permissions.
- Manage forms, fields and user labels.

CUSTOM SETTINGS

PowerHouse Upskill provides extensive site settings customisation including:

- Adding custom login pages to suit the company's business requirements.
- Adding security settings to usernames and login credentials.
- Enable two-factor authentication and site lock-out.
- Enable CPD, country, time, date, tax and e-Commerce settings.
- Enable comments and surveys on training activities.
- Enable SAML 2.0 and LDAP/S.

INDUCTION AND APPRAISAL MANAGEMENT

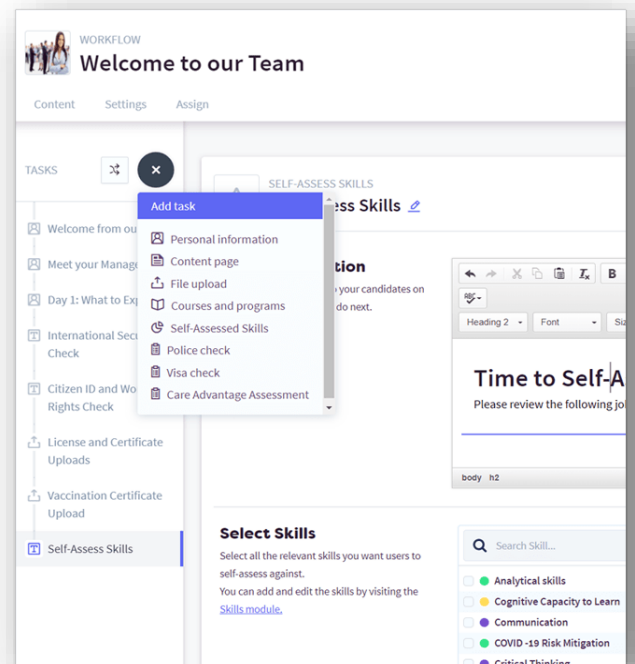
PRE-SCREEN, ONBOARD & APPRAISE YOUR WORKERS

Powerhouse Upskill manages the deployment of your new hires with personalised pre-screening and job role onboarding workflows. Continue to build Workforce Wallet profiles with Appraisal workflows. Engage your new hires with appealing and professional workflows that help them be productive and engaged in their new job role.

BUILD STUNNING INDUCTION WORKFLOWS

PowerHouse Upskill allows administrators to build unlimited induction workflows to match job roles, office locations and work types (i.e., employees, casuals and contractors). Your onboard tasks include:

- Build custom forms to collect personal and payroll data.
- Create content pages to add CEO / manager welcome videos.
- Create content pages to provide information on the job role.
- Add certificate and license uploads with expiry dates.
- Add background checks and suitability assessments.
- Digitally sign your employment contracts.
- Create and add induction courses and programs.
- Add job skills self-assessment to be verified by managers.



ADD BACKGROUND CHECKS & UPLOAD COMPLIANCE FILES

Capture your new worker's background and reference checks as part of customised onboarding workflows. The PowerHouse App Store features background checks and workplace suitability assessments that can be added to your workflows to collect critical job role data from new employees.

All data from the pre-screen, shortlisting and onboarding workflows is stored in the user's Workforce Profile which can be viewed by their managers. There is also the option to collect and manage the expiry dates of the compliance documents that relate to a specific job role compliance.

INCREASE NEW HIRE ENGAGEMENT & IMPROVE RETENTION

PowerHouse Upskill delivers data and dynamic visual reports with in-built business analytics. HR manages your onboarding processes centrally and your managers use the reporting tools to monitor and support the onboarding workflows of their new team members.

The reporting tools and analytics dashboard provide the following:

- Visual overview of onboarding progress by team members.
- Published status for each team member.
- The ability to message, mentor and extend onboarding dates.

- Click to view the responses of each stage of the process.
- View onboarding and compliance over time.
- Download onboarding reports with filters.

AUTOMATED APPRAISAL WORKFLOWS

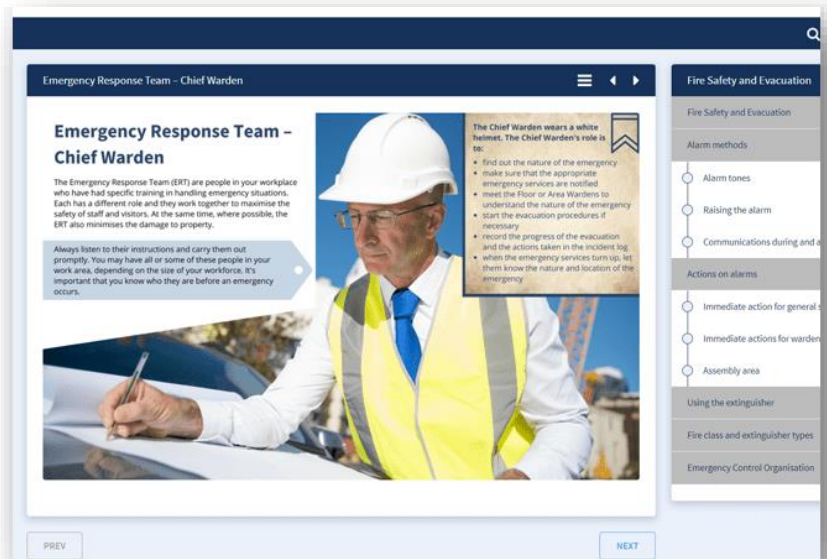
Using the PowerHouse Upskill Workflow Manager, you can create Appraisal Workflows and set the frequency of appraisal meetings. The tools available for staff member's appraisal include:

- Workforce Insight Surveys
 - Employee Engagement
 - Employee Pulse
 - Net Promoter Score
 - Employee Sentiment (Mood) Check
- Professional Work Goals
- Personal Work Goals
- Projects.

The intuitive Framework Manager allows you to complete the appraisal process along with assigned job role skills, compliance, and credentials, providing a complete view of a worker's performance and commitment.

The Appraisal Workflows offer a complete Appraisal Management solution with integrated processes and communication which include:

1. Worker receives email notification of an upcoming Appraisal Review with their Manager.
2. The worker receives online access to an Appraisal Preparation Form which is completed by a designated date and posted to the Manager.
3. The Manager reviews the response prior to the Appraisal and automatic reminders are posted to all users regarding the Appraisal event.
4. The Manager meets the worker and completes the Appraisal Event. Manager provides input into the Appraisal Form and data is stored in the system for reporting and the Digital Profile for review and action.



<https://powerhouseupskill.com/solutions/induction-and-onboarding-management/>

PROFILING WORKERS WITH JOB ROLE FRAMEWORKS

PowerHouse Hub has revolutionised corporate training with the introduction of job role skilling, compliance and credential pre-skilling, which is captured when a candidate applies for a job. The platform features all the job role descriptions in your company. When onboarding new staff, assign them to a job role to deliver customised training programs by the role while collecting data and files on job skills and compliance. Managers can view job role performance data in the personalised Workforce Wallets for each worker.

CREATE PROJECT ROLE FRAMEWORKS TO FIND MATCHED TALENT IN MY CURRENT EMPLOYEES.

Publish Project Role Frameworks and assign the required skills, credentials or compliance files required for the role. Create a job post, add the Project Role Framework and post the project to your private pools to find matched talent and build your project teams in real-time.

MONITOR COMPLIANCE REQUIREMENTS THAT RELATE TO YOUR JOB ROLES.

PowerHouse Upskill builds Job Role Frameworks that assign mandatory compliance requirements files to the job. When assigned to employees they are prompted to upload compliance files with expiry dates that are tracked in Manager Dashboards. You can assign the job frameworks to contractors to also track their compliance in real-time.

ASSIGN CORE JOB SKILLS TO JOB ROLES AND TRACK EMPLOYEES IN REAL TIME

Job Frameworks can be published with self-assessment, training and verified job skills. Assign your staff to these roles and your employees immediately receive job role training and upskilling programs in their dashboard which produce dynamic skilling reports and can be monitored by team leaders and managers.

ASSIGN SKILL OUTCOMES TO YOUR JOB ROLES.

The Job Role Framework Manager allows you to upload the list of all job skills in your business. Import your courses or create courses with our publisher and assign the skill tags to each course. As your employees



complete their online courses, the skill outcomes are published in their workforce wallets. The PowerHouse Upskill also allows you to add these skill tags to sequential training programs, webinars and face-to-face training events.

HOW YOUR TEAM LEADERS AND MANAGERS VERIFY JOB SKILLS AND UPLOADED COMPLIANCE FILES.

The PowerHouse Manager Dashboards feature all employee profiles to enable your team leaders to monitor their progress through their job role frameworks. Managers can view the uploaded compliance files and view an employee's self-assessed skills. The Manager can validate uploaded files and verify job role skills as beginning, intermediate or advanced.

WHAT INFORMATION CAN BE ADDED TO JOB ROLE FRAMEWORKS?

A Job Role Framework can feature all elements that relate to the job role in your business. This includes assigning core skills, compliance and credentials.

In the skills area, assign a list of self-assessed skills and set minimum requirements for these skills. Manager can verify the status of the skills. You can also add courses, webinars and events tagged with the related skill outcomes. You can also add skills that need to be verified with video uploads. The compliance files feature the ability to add tracked expiry dates to specific compliance elements.

The Workforce Wallet

A personal talent profile for each candidate





JOB SKILLS

Job Role Skills Gap Analysis and uploaded credentials.



JOB COMPLIANCE

Job Role Compliance Gap Analysis and uploaded licenses and files.



DIGITAL PROFILE

Searchable digital profile with work experience and work history.



TALENT RANKING

Job role CV ranking, Job Match scores and Work Ready shields.



AVAILABILITY

Availability, job type preferences, salary expectation & work locations.



WORKFORCE INSIGHTS

Retention workforce insights, mentoring, onboarding and support.

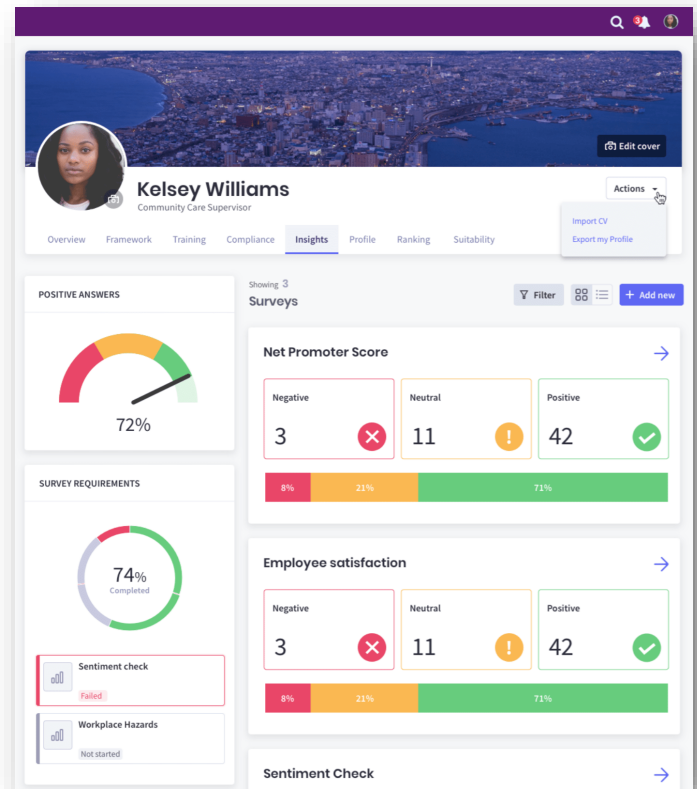
<https://powerhouseupskill.com/solutions/job-role-framework-management/>

COMMUNICATION MANAGEMENT

PowerHouse Upskill provides a comprehensive communication environment for your senior executives, administrators, managers and workers. The system provides visual status reports, reminders, alerts, and real-time compliance exception reporting for workers and their managers.

Communication modes include:

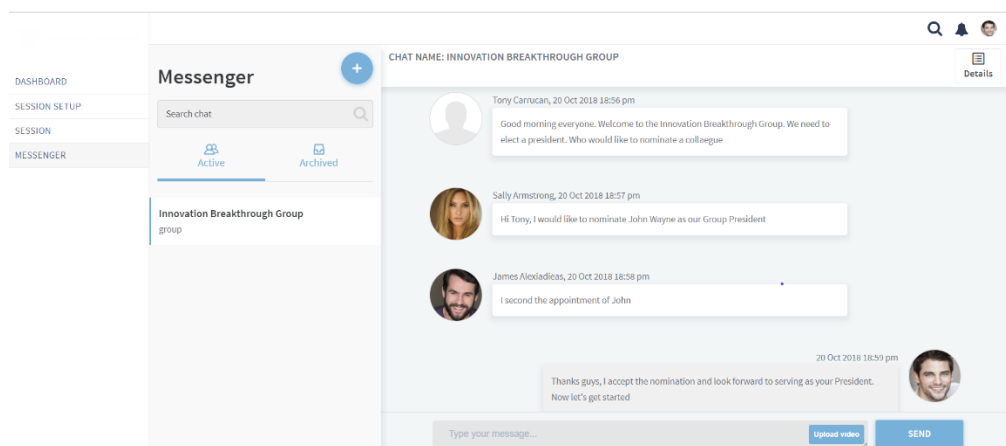
- Inbuilt dashboard alerts and emails for courses about to expire.
- A series of reminder alerts for workers to manage re-induction programs.
- Broadcast news with email triggers and dashboard alerts.
- Alerts to workers and managers when a certificate or license is about to expire.
- Onboarding, Induction and Appraisal Workflows alerts and reminders.
- Alerts to workers to complete surveys.
- Dashboard Banners customised for specific groups.
- CPD Tracking and reminder alerts.
- Manager mentoring in the onboard messenger.
- The option to add SMS alerts to the platform.
- Webinar communication with reminder alerts.
- Dashboard surveys and polls assigned to specific groups.
- Workforce Insight surveys and alerts.



MESSANGER FOR CHAT AND MENTORING

The Messenger App features on the Learner / Worker and Line Manager Dashboards. Managers use Messenger to mentor and communicate with their team members.

Managers and employers can upload files to share resources on the Manager. If enabled, all users can set up their own groups and invite other users in the network to join their group.



REMINDERS AND ALERTS

The platform offers an extensive library of alerts and reminders to support onboarding, inductions, re-inductions, compliance file uploads, course expiry dates and more.

Reminder alerts are published to the user's dashboard with red alert icons and there is also the option to link alerts to automated emails to support the process.



DASHBOARD POLLS AND QUIZZES

There is the option to add 'anonymous' quizzes and polls that can be added to a user's dashboard in selected groups. The quizzes and polls are useful in capturing the 'voice' and opinions of your staff and contractors.

The PowerHouse Content Publisher features the rated response surveys that generate data from users that can be exported in Survey Reports.

The Workforce Insights Module features a set of structured timed surveys that capture rated response surveys with the ability to add personal insights.

GROUP NEWS

The PowerHouse News Module allows Managers and Administrators to add news to all groups as a broadcast. The news can also be customised for specific groups and assigned to those areas.

News stories can feature text, hyperlinked documents to download, images, video and animation. There is also the option to send the news to a user's email with integrated automated login links to view the whole story.

<https://powerhouseupskill.com/solutions/communication-management/>

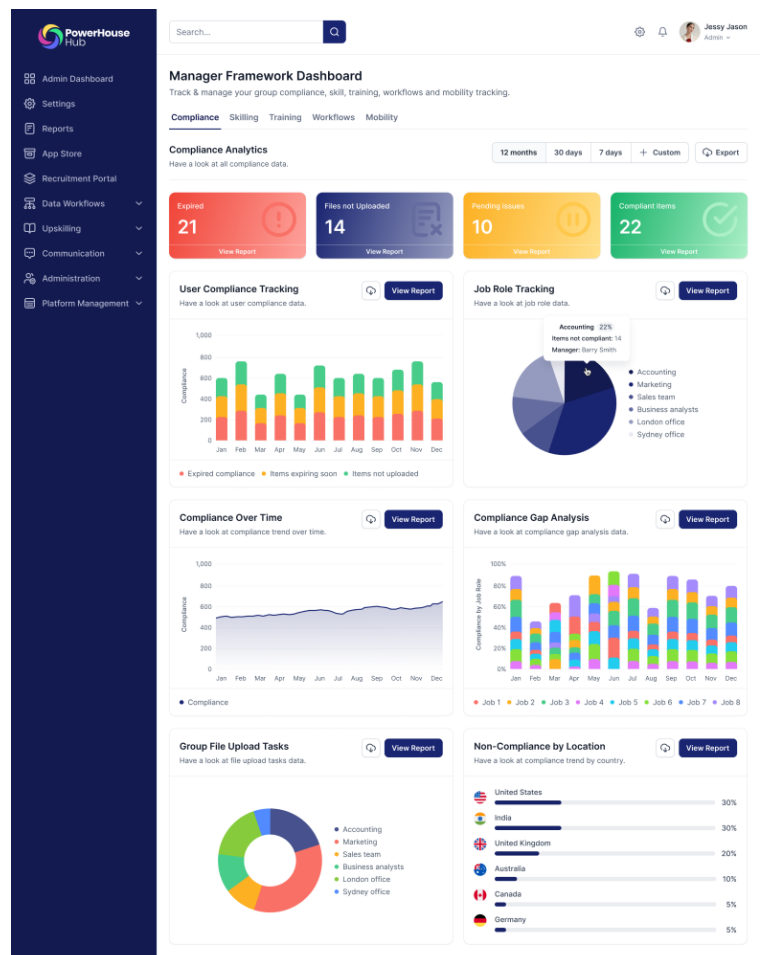
ADVANCED REPORTING AND TRAINING ANALYTICS

PowerHouse Upskill features dedicated reporting and tracking dashboards for managers. Managers are assigned to groups and view the progress of their team members.

The visual reporting schema monitors the employees' training activity and presents an overarching dataset for the entire group. The data presents individual results on the number of courses, webinars, events and surveys completed and graphs this data over a time period.

Each training type has its own dedicated reporting page which allows managers to track the completion of a course for a specific user. The system also tracks an employee by displaying personalised progress graphs. The manager has access to an extensive set of data reports that can be filtered by activity, date and groups and downloaded to be referenced off site. There is also the ability for the administrator to view all users and create and save custom reports.

Upskill provides a Manager Dashboard for line leaders. Fully optimised for mobile devices, the dashboard provides your leaders with instant access to their teams' training and job framework profiles in visual and data reports. Leaders can see aggregated data that applies to the group, or they can select a profile of a team member and view their activity and progress.



Leaders can view completion data, generate reports, receive alerts on expired compliance certificates and licences, check an onboarding or appraisal workflow, mentor their team with an integrated messenger, add confidential notes for the HR team that have a resolved and unresolved profile, view workforce insight trends, view job match scores, view a group leader board and much more.

The Site Administrator has access to an extensive set of reports and the ability to build and save customised reports. The Site Administration can set reporting permissions for Managers on the platform. There is also the option to integrate with a client's reporting platform including Success Factors, Salesforce and Power BI.



Manager reports

Upskill provides a Manager Dashboard for line leaders. Fully optimised for mobile devices, the dashboard provides your leaders with instant access to their teams' training and job framework profiles in visual and data reports. Leaders can see aggregated data that applies to the group, or they can select a profile of a team member and view their activity and progress.

Contracting Business Reports

Each training type has its own dedicated reporting page which allows managers to track the completion of a course for a specific user. The system also tracks an employee by displaying personalised progress graphs. The manager has access to an extensive set of data reports that can be filtered by activity, date and groups and downloaded to be referenced off site. There is also the ability for the administrator to view all users and create and save custom reports.

Worker reports

Upskill provides a Manager Dashboard for line leaders. Fully optimised for mobile devices, the dashboard provides your leaders with instant access to their teams' training and job framework profiles in visual and data reports. Leaders can see aggregated data that applies to the group, or they can select a profile of a team member and view their activity and progress.

PowerHouse Upskill LMS Reports

Each training type has its own dedicated reporting page which allows managers to track the completion of a course for a specific user. The system also tracks an employee by displaying personalised progress graphs. The manager has access to an extensive set of data reports that can be filtered by activity, date and groups and downloaded to be referenced off site. There is also the ability for the administrator to view all users and create and save custom reports.

Job Role Compliance and Upskilling reports

Upskill provides a Manager Dashboard for line leaders. Fully optimised for mobile devices, the dashboard provides your leaders with instant access to their teams' training and job framework profiles in visual and data reports. Leaders can see aggregated data that applies to the group, or they can select a profile of a team member and view their activity and progress.

The Upskill LMS Platform has the ability to report on all aspects of assigned training to your learners by intervention, directorate and group. The reports display the training progress, job skill profiles (with compliance and skills), incomplete and overdue training activities and courses. The reporting module allows you to build and save your own reports and includes the following stored reports:

Course / Assessment Reports

Report on users who have submitted and have passed or failed; been created that have not submitted; submitted a survey; attempted an assessment and failed; not yet completed a course; submitted results for a SCORM object; users who have passed or failed a course; the cumulative training time by users who have passed courses; have courses due to expire or due for re-induction; users who have completed a course with re-induction settings

Dashboard Survey Reports

Report on users who have submitted results for a Dashboard Survey.

Documents Reports

Report on users who have downloaded documents from the Document Library.

Manager Access

Report on users who have registered for events; users who have registered for and attended events; users who have registered for and failed to attend events.

Webinar Reports

Report on users who have registered for a webinar; users who have registered for and attended a webinar; users who have registered for and failed to attend webinar.

Training Plan Reports

Report on users who have Started, Completed, or Not Started a Training Plan; on data for users who have completed a Training Plan with re-induction.

Workflow Reports

Report on users who have been assigned to Workflows.

Framework Reports

Report on users' completion status who have been assigned to Frameworks; completion status on users who have been assigned to Frameworks with Workflows; users who have been assigned to Frameworks with File Uploads.

Workforce Insights Reports

Report on results from Workforce Insights from a certain date to another date; users who have completed a Workforce Insight survey.

User Reports

Report on number of logins for users in groups; all user notes for users in groups; user registration/join dates from a certain date to another; user response tally based on registration/join dates; total number of new users of each user type by groups.

Group Reports

Report on number of users within each group.

Training Record Reports

Report on external training records provided by each user.

User Upload Reports

Report on users who have uploaded a file; users who have not uploaded an assigned file.

CPD Reports

Report that shows a list of CPD items gained by Worker; all hours for each CPD Categories; all users who have achieved their CPD requirements across all required categories; all users who have passed a Course, attended an Event/Webinar or added a Training Record with CPD.

<https://powerhouseupskill.com/solutions/reporting-management/>

RECRUITMENT MANAGEMENT: POWERHOUSE RECRUIT

In addition to managing your training and compliance with PowerHouse Upskill LMS, we also offer a comprehensive talent sourcing and recruitment solution. PowerHouse Recruit provides clients with access to a range of applications and services to provide them with new ways to attract, source and hire their talent. PowerHouse Recruit offers solutions for employers and industry partners.

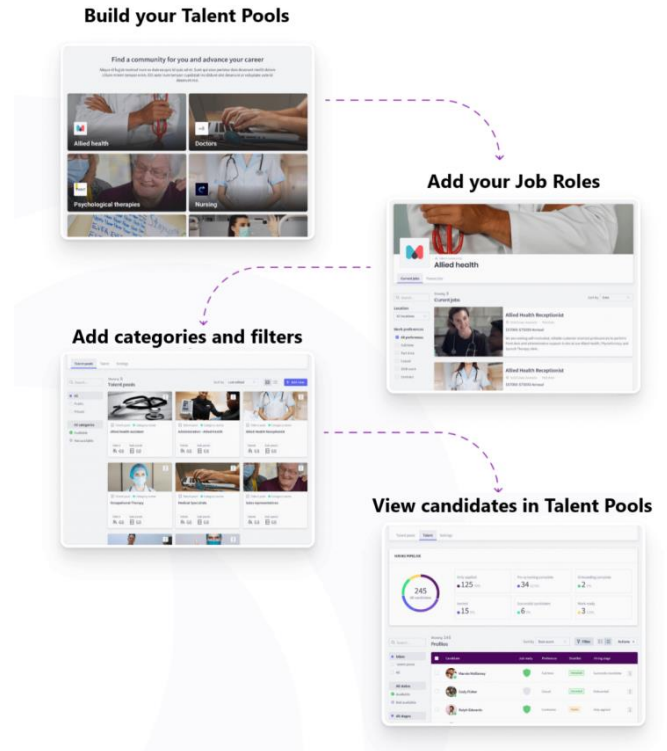
PowerHouse Recruit

A Specialist HR Recruitment Platform

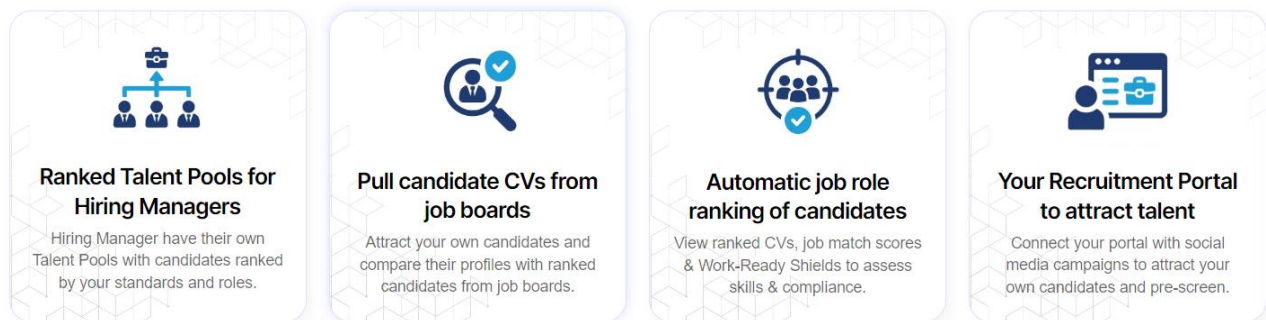
PowerHouse Recruit is a breakthrough product that expands and enhances your talent acquisition strategy. Create location-based Talent Pools to build an ongoing stream of pre-screened candidates to service your business.

Pre-screen your candidates against your specific job roles and view top rated job seekers in your ranked Talent Pools. Stream candidates from your job boards, recruiters and direct registrations on your portal and assess them in one place.

HR can establish the job roles and determine the candidate standards and assign it to Hiring Managers to create and manage their Talent Pools for your business.



Empowering HR Teams to drive their talent acquisition strategy



Find and hire talent to meet your business needs

PowerHouse Recruit loads candidate profiles into ranked talent pools. The software reads and ranks CVs and candidates complete a job role pre-screen to build Job Match and Work Ready scores.

HR and recruiters can filter your Talent Pools by job role scores, availability, job type, salary expectation, location, compliance, skills and your own custom categories.

Your team shortlist required candidates and use the platform to book interviews and add notes to profiles to assist the hiring process.

Reduce your recruiting and onboarding costs

The PowerHouse Recruit features a purpose-built candidate registration portal that is linked to your website. The portal is customised with your designs, logos and photos and features the job roles that plan to attract, source, pre-screen & hire through the portal.

Your PowerHouse Recruit Portal allows candidates to view all of your job roles, make a selection and then pre-screen against the role.

Each job role has its own pre-screen registration that includes customised questions, compliance uploads, background checks, qualification uploads, suitability screening and much more.

At the end of the pre-screen registration, the candidate receives a personalised Workforce Wallet that features all of the data. This data then generates the ranking score that determines the place in the job role Talent Pools.

Hiring Managers can view the ranked Talent Pools with AI CV parsing reading, scoring and rewriting their resumes. They can also use the Talent On-Demand search engine to find matched permanent, casual, freelancer and contractor workers.

HR set the candidate standards for Hiring Manager Talent Pools

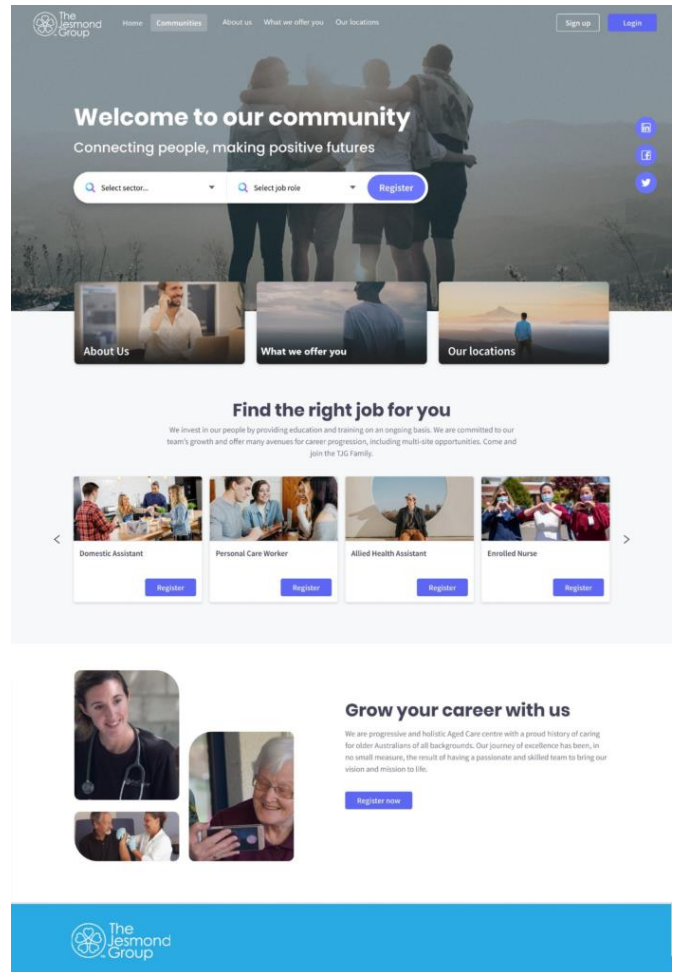
PowerHouse Recruit is a breakthrough product that expands and enhances your talent acquisition strategy in the care sector.

Your HR can finally control recruitment in your company by setting the job role standards for candidates and staff. Once established, hiring managers have their own pools of talent which are ranked centrally. HR set the standard for their candidates in the following areas:

- Add customised job roles
- Write Job Match questions for every job role
- Set core skills and compliance items for the role
- Build pre-screening flows to collect the job role data
- Set the ranking criteria for each job role & location

Your Recruit Portal also has direct access to the Talent Marketplace where our Talent Community partners provide access to their pre-screened and experienced candidates that you can employ with placement fees well below fees charged by recruiters.

<https://powerhouseupskill.com/solutions/powerhouse-recruit/>



COURSE LIBRARY

PowerHouse Upskill provides the tools for clients to build their own online courses or import courses using our extensive SCORM capability. We also provide libraries of existing courses that can be licensed and accessed via the platform. In addition, we provide course development services on a fee-for-service basis.

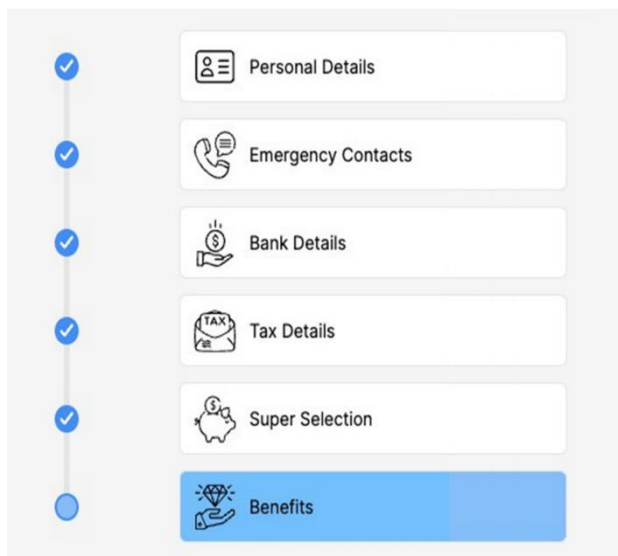
POWERHOUSE HUB COURSE CATALOGUE

The PowerHouse Hub Course Catalogue features a series of course packs for professionals and contractors. The courses are created as resource packs for our clients. Clients can use the courses as published or update the content to suit their industry, to update legislation or add material specific to their sector or location. They can also add images from their own office, upload CEO video welcomes or any other content to customise the courses.

The PowerHouse Courses have all been built using the onboard Content Publisher. The courses feature multiple pages, text, images, photos, videos and animations. The courses also feature inbuilt assessment that writes to the reports system on the platform. Clients can edit all content and assessments and add their own text, additional pages, images, videos and animations.

For more details please visit: <https://powerhouseupskill.com/course-development/>

PAYROLL AND SUPERANNUATION ONBOARDING – AUSTRALIA ONLY



A vertical list of onboarding steps, each with an icon and a label. The steps are: Personal Details (person icon), Emergency Contacts (phone icon), Bank Details (bank icon), Tax Details (tax icon), Super Selection (piggy bank icon), and Benefits (diamond icon). The first five steps are marked with a blue checkmark in a circle to their left. The 'Benefits' step is highlighted with a blue background and a blue circle to its left.

PowerHouse Upskill provides a secure payroll onboarding solution for employees in partnership with Flare.

The onboarding is an ATO-compliant digital solution for new employees to submit their personal banking, tax and superannuation details. The platform provides seamless digital onboarding experience for employees, empowering them to make engaged choices of superannuation, bank and salary packaging accounts within minutes.

The fully automated onboarding module allows employers to process all paperwork for new workers instantly and compliantly.

Every employee is prompted to make a choice of superannuation fund. Flare Onboarding prompts every employee to choose their superannuation fund at the same time they nominate a bank account and provide their tax details.

Employers who do not use Flare's onboarding tool risk having large numbers of employee defaults. To comply, employers must enquire with the ATO as to the stapled fund of every employee who does not complete a choice form – incurring significant cost and regulatory risk. And with super set to be paid on payday from 2026, this burden will grow further.

<https://powerhouseupskill.com/solutions/payroll-onboarding/>