



Ensure your staff have  
necessary skills and  
manage their further  
development

# Heraclitus: "The Only Thing That Is Constant Is Change"

- Staff training for an evolving job description
- Recruiting new employees and their orientation
  - Requires resources that you can't spare
  - Expanding the HR-system is seen as too big an investment
  - **The solution is too often to do nothing**

How to eat an  
elephant?

Even a child knows: one bite at a time

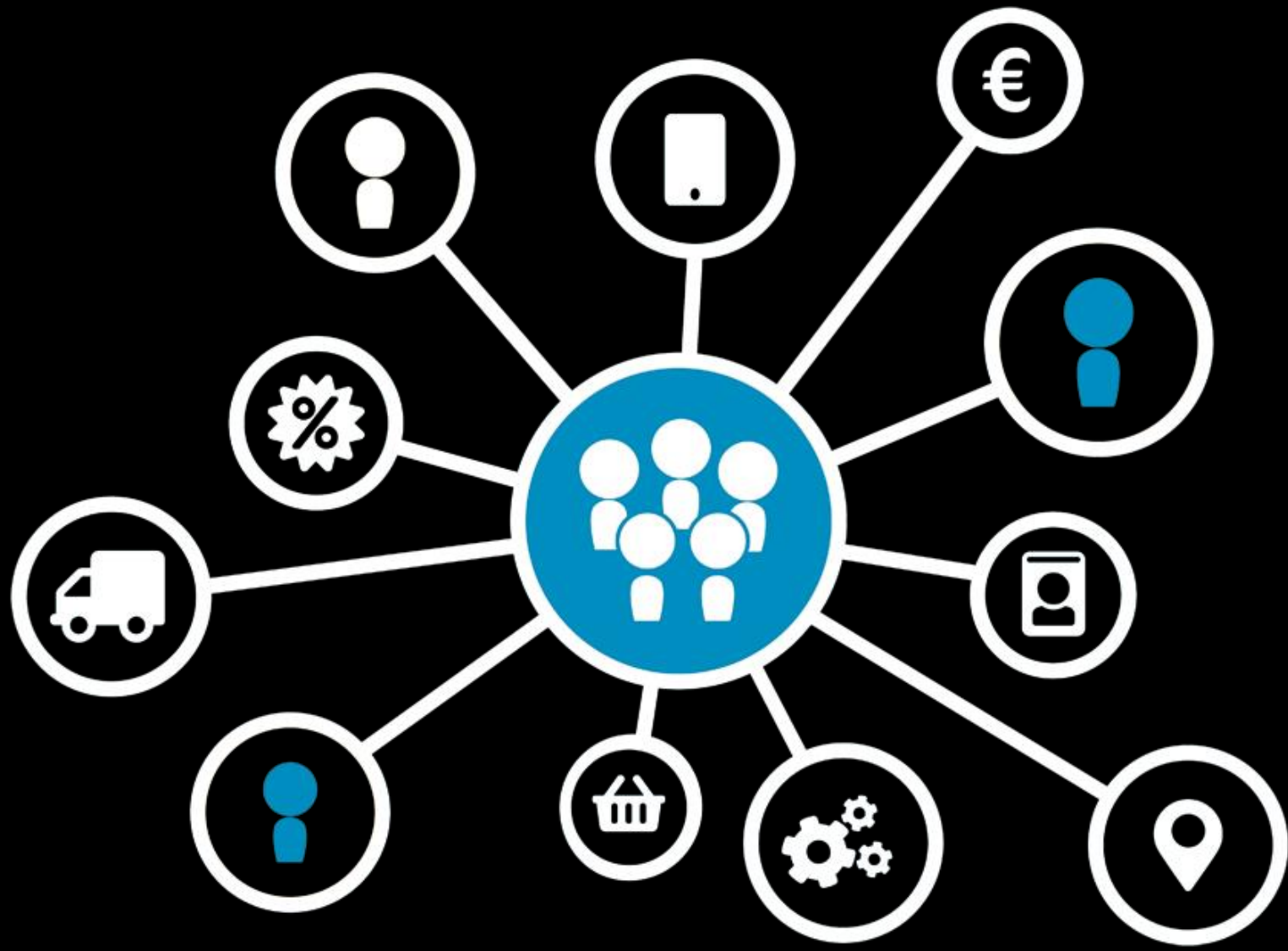
# Sopro Online

- Competence development in a goal-orientated way
- SaaS solution
- Adoption is quick and easy
- Extendable to suit growing needs
- Watch the video:



[Do you know the most important resource of your company?](#)

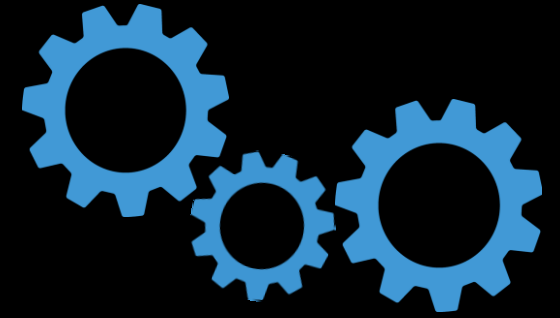
*(link opens in a new window)*



# Features

Sopro Online

# Features



## Agile setup

- System is up and running within a couple of hours
- See an example:

 [Add learners to education](#)

*(link opens in a new window)*

# Features



## Setting up the foundation

Create an engaging training package for new employees, to introduce them to company customs and practices.

 [Creating a H5P task](#)

 [Learner performs a H5P task](#)

*(links opens in a new window)*



# Features



## Designed especially for goal-orientated competence development

- Identifying and defining knowledge gaps
- Setting goals for staff
  - surveys
  - development plans

# Features



## Competence development with respect to goals

studyo Development plan Instructions Tina Tutor1 english

### Development plan Larry Learner4

Back

#### Evaluation of knowledge Adrina

Scale

No knowledge knowledge knowledge knowledge knowledge Learned earlier

vocational skills requirements

Show goal Show survey

Goals Survey

- How to make use of Assistant
- Name search
- Learner groups
- Search center

studyo Development plan Instructions Larry Learner4 english

### Development plan Larry Learner4

Back

Educational data

Diary

Module

Describe your core work tasks that will help you achieve the learning goals. Describe here what support you might need to achieve the learning goals. For example, what courses you hope to attend, etc. Describe here how you are going to demonstrate the skills you have learned.

Knowledge

Adrina

I use Adrina nearly everyday as my daily routine work. I think, I can handle this by myself.

Competence

My job descriptions will change soon, and I'm supposed to handle course... I hope, my tutor will have some time to support me with advanced feate...

Study

Just started to use.

Competence of qualification modules

Adrina

100%

80%

60%

40%

20%

0%

0%

0%

0%

# Features



## **Performance appraisals as a guided process**

- System reminds of required steps
- Competence areas act as the foundation of the appraisal
- Supervisor records the details
- Employee confirms the appraisal
- Systematic way to develop competence!

# Features



## Course management

- Intuitive and easy to use course trees
  - ▶ [Creating a simple course tree](#)
- Flexible ways to select courses when needed
  - ▶ [Individualising learners' studies](#)
- E-learning is a native part of the system – easy to handle
- Resource booking
- Assignments and attendance

# Features



## Recruitment

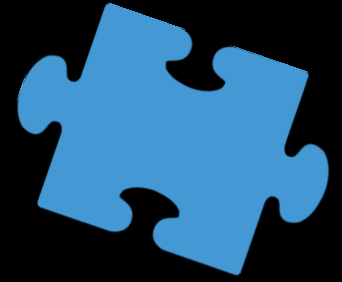
- Recruitment can be handled in the same system:
  - List open positions online
  - Application handling
  - Application scoring
  - Invites for interviews
  - Create tasks to use as recruitment criteria

# Target audience

- Fit for company staff and customer training
- Easy to use tool for
  - Companies, who actively train their own staff
  - Training organisations
  - Franchising companies



# Why Sopro Online?



- Easy to use
- No initial investment, expand only if needed
- Transparent pricing, no hidden costs

# Benefits

- Improve competencies
- Save resources
- Efficient learning
- Recognize staff skills
- Recognize lack of competencies in key areas





Invest in your most important  
resource!

**Get in touch**

**REDITEQ**

Rediteq Ltd. is a Finnish software company, focused on learning and competence management systems. We have over 20 years experience in competence-based learning and on-the-job-learning.

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