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Avilar Selected for Multi-National Competency Management Program in Latin America

Multi-Year, Multi-Million Dollar Project will be Largest Competency-based E-Learning Program in Latin America

(Laurel, MD — November 16, 2004) Avilar Technologies Inc., a leading provider of competency and learning management software, announced today that Instituto Latinoamericano de la Comunicación Educativa, ILCE, has selected Avilar's WebMentor Skills and WebMentor LMS to be the competency management and e-Learning platform for its ground breaking program to raise skills throughout schools, government agencies and corporations in Latin America. The multi-year contract exceeds \$6 million. ILCE, an international organization formed by 13 Latin American countries, has a core mission of enhancing educational opportunities through the use of technology. The ILCE project uses the expanding internet infrastructure in Latin America to bring unprecedented educational opportunities to people in an effort to stimulate the economies of the region.

“This engagement is rewarding for Avilar as it fosters social and economic growth in Latin America. With ILCE, we are defining the best practices in Latin America for a competency-based approach to workforce development,” said John Skowlund, Avilar CEO. “Avilar's leadership in changing training and workforce development from a reactive process to a proactive management strategy was critical in its selection to lead this project.”

The project will offer Latin American organizations a web-based platform to create and perform skill and knowledge assessments, competency surveys and on-line education. The Latin American organizations will be able to measure the knowledge and skills of employees as well as students and provide a tailored learning program for each person. Several initiatives are underway to use the platform. In Mexico, ILCE is working with the federal government to initially train 70,000 public servants this year, which will then expand to 700,000 next year and eventually grow to 3 million people. In another project in Mexico City, ILCE is developing an interactive e-learning program for the continuing education of 1.2 million teachers.

“ILCE is creating the largest and most comprehensive competency-based e-Learning platform in Latin America, and perhaps the world,” notes Dr. Tomás Miklos, Coordinator de Operations of ILCE. “Avilar's WebMentor LMS and WebMentor Skills have the robustness and flexibility to meet the needs of this expansive, multinational project.”

Avilar's WebMentor Skills and WebMentor LMS provide a complete competency management solution. A full cycle methodology is used for measuring and developing workforce competencies to achieve the overall goals of an organization. In the competency management lifecycle, organizations must first know the current skills, knowledge and abilities their employees possess through self assessments, manager evaluations and objective testing. The

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results indicate the strengths and weaknesses of each individual as well as the organization as a whole, and identify the highest priority training and staffing needs. Organizations can therefore grow their workforce competencies by providing targeted training to employees and selectively recruiting new talent. With the required competencies, the workforce is ready to go reach the goals of the organization and the management is prepared to make decisions about training budget allocation, accountability for training, succession planning, project team creation, and recruitment and retention strategies.

This approach moves training and workforce development from a reactive function to a proactive management solution. WebMentor Skills enables an organization to catalog and assess employee skills and knowledge as well as provides robust reporting of key information back to employees, training managers and executives. WebMentor Skills is offered under both licensed and hosted models. Avilar has been recognized for its excellent customer satisfaction ratings by industry experts.

The solution supports the technology standards of SCORM, established by the Advanced Distributed Learning Initiative (ADL) of Alexandria, VA. Avilar's leadership in the implementation and support of SCORM standards was a major factor in its selection for the ILCE project.

About Avilar (www.avilar.com)

Avilar Technologies, The Competency Company™, provides web-based competency management and learning solutions for the corporate, government and academic sectors. With its Know, Grow, Go solution, Avilar offers a competency-based approach to workforce development. Formed in 1997, Avilar was a pioneer in the e-learning marketplace. The flagship WebMentor® product line, originally introduced in 1998, includes a complete suite of affordable, easy-to-use, and full-featured competency development and management tools. Avilar is the recipient of the Excellence in E-Learning for Customer Satisfaction award from Brandon Hall and *E-Learning Magazine*, and was cited by Training Magazine as a top "Price-to-Value" provider.