

***careLearning.com* announces *careSkills*, a competency management solution for healthcare organizations, powered by Avilar's WebMentor Skills™**

**Columbia, MD (January 26, 2009)** - Starting January 1, 2009, *careLearning* will offer *careSkills* – a competency management solution for healthcare organizations. A competency management system allows an organization to identify, assess and analyze the skills, knowledge, and abilities required to perform effectively and use this data to make informed decisions about its workforce.

*careSkills* is populated with validated skills for most disciplines within a healthcare organization. Moving beyond traditional regulatory competencies, hospitals will be able to assess leadership, interpersonal and functional skills in a wide variety of functions including HR and training, finance, information technology and others in addition to clinical skills. Individual hospitals will have the ability to customize the skills dictionary and role profiles.

The analytical data provided by *careSkills* will assist hospitals with workforce planning, employee selection, strategic learning, performance management, career development, and succession planning. Education can be tailored to address identified gaps in skill, knowledge, and ability. This takes the assumptions and guesswork out of determining what educational offerings need to be provided to employees, resulting in better utilization of resources.

Peggy Engelkemier, Director of Course Development at *careLearning* said this, “*careLearning* is very excited about offering *careSkills*. As a nonprofit organization operated out of state hospital associations, we are always looking for more ways to meet the needs of our healthcare organizations. *careSkills* will assist in better utilization of resources which lowers expenses and saves money. All of this aligns with *careLearning's* mission to be the best overall education management solution for healthcare.”

*careSkills* uses Avilar's WebMentor Skills™ as its competency management engine. WebMentor Skills™ competency management system enables organizations to identify the strengths and weaknesses of their workforce and take action to improve performance. In a wide range of organizations, this product has made significant contributions to improved quality, service and competence, and reduced turnover. Organizations can also experience a rapid return on investment through a more efficient and skilled workforce and decreased staffing expense.

Avilar worked closely with *careLearning.com* and member hospitals to develop the specific *careSkills* competency model which incorporates skill sets that are required for success in various hospital roles. To date, some of the roles include medical surgical nursing, critical care nursing, patient transportation, environmental services, marketing,

HR and training, and respiratory therapy. The skills catalog continues to grow every month. Each skill has been clearly defined in behavioral terms to provide the utmost clarity when analyzing the results of assessments.

Chris Hipple, Director of Workforce Development Solutions at Avilar, said this of the new *careSkills* system, “This model should help hospitals move into the talent management arena in a cost-effective way at a time when training dollars are short. Using the model to inventory skill levels and identify gaps will help hospital administrators make strategic decisions - hospital-wide - about training, workforce planning, career development and succession planning.”

This powerful web-based system allows hospitals to use automated competency assessments making it easier to track regulatory compliance. The *careSkills* competency model includes those mandated clinical “competencies” and includes leadership, professional, and functional skills needed in all areas of the hospital.

For more information about *careSkills*, visit [www.careLearning.com](http://www.careLearning.com).

For more information about developing a successful competency management program or WebMentor Skills™, contact Avilar at (410) 290-0008 or by email at [sales@avilar.com](mailto:sales@avilar.com).

#### **About Avilar Technologies, Inc.**

Avilar, Inc., The Competency Company™, is a leader in web-based competency management and learning solutions for corporations and government organizations. With its Smart, Strategic and Proactive™ solutions, Avilar offers a competency-based approach to workforce development. Formed in 1997, Avilar was a pioneer with its award-winning WebMentor LMS and continues to be a leading innovator with WebMentor Skills™, its web-based competency management solution. As recipient of the “Excellence in E-Learning for Customer Satisfaction” award from Brandon Hall and E-Learning Magazine, and Avilar’s ranking as a top “Price-to-Value” provider by Training Magazine, Avilar has built itself on the basis of superior customer service and highly adaptable product design. In addition, Avilar consultants are recognized as industry thought leaders and have decades of experience in implementation and analysis. Avilar also offers a wealth of talent management resources including Whitepapers, Best Practices, and Industry Studies & Reports all available for download at [www.Avilar.com](http://www.Avilar.com).

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