

Critique by Brandon Hall Research

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TrainingMine, from Frontline Data Solutions, is designed specifically for compliance-oriented, heavily regulated manufacturing companies, where timing and accountability is important.

The training management functions are particularly strong and include developing, managing, and delivering comprehensive training and compliance plans. These functions allow managers to assign all types of learning activities in a development plan for learners, most of whom are frontline workers, based on job function, work location, or department. Web-based learning (company created or third-party), CBT, instructor-led training, on-the-job training, document training, procedural changes, and updates can be included in learners' personal development plans. These plans typically include some mix of learning activities and procedural updates in a blended learning skill set.

Managers can closely monitor timely completion of assigned training and can frequently change personal development plans to include updated procedures and checklists. Such updates might be needed in response to changes in requirements from the company or from government regulatory agencies such as the Occupational Safety and Health Agency (OSHA), the Department of Transportation (DOT), and the Environmental Protection Agency (EPA).

Clients have access to over 300 courses related to these regulations and can serve as the basis for a more extensive blended learning experience. Managers can create on-the-job training (OJT) events, list them in the learners' personal development plan, and report completion of the event itself and as part of a skill set.

TrainingMine has a good integrated content creation and content management tool that allows users to create custom company content. Content created by a third-party tool or as part of a third-party library can be imported, as long as it is SCORM compliant, and can be included in development plans. TrainingMine has relationships with most of the major third-party content library vendors and will work with other vendors to import SCORM compliant content.

Assessment tools are included in the content creation tools and contain a good number of standard question types. Remediation feedback and reporting is more than adequate.

Although very strong in the control of business rules by different units in an organization, users cannot change the look and feel for the different units through a single installation of the system. Managers can change languages, and some of the standard catalog courses included are in foreign languages, particularly Spanish for workers in the southwest U.S.

TrainingMine has a strong selection of standard reports that are customizable through an easy-to-use interface of check boxes and pull-down menus. Reports can be exported to common formats.

On the downside

Although the LMS could be suitable for other compliance oriented training organizations, Frontline Data has little or no experience outside of their vertical market.

Best use recommendation

This is one of the few LMS companies not trying to be everything to everybody. This LMS closely tracks the needs of the industries they serve. Similar companies to their current clients should consider Frontline Data in selecting an LMS.