

# PathFinder<sup>HA</sup>

## Streamlining Workforce Development in the Health Care Sector

Public service organisations are wholly dependent on the quality and standards of their staff to deliver a service that is acceptable to the general public.

Our goal is to support the development of convenient, responsive and efficient public services that takes advantage of the economic and social opportunities that digital technologies offer. Information and communication technologies are a key enabler of better public services.

**PathFinderHA™** is an enterprise class system offering health authorities a dedicated structure for the effective management and delivery of workforce development. The system provides a clear auditable record of the professional qualifications, skills, competencies, training and development of every individual within the organisation. It keeps data up to date and provides a central source of accurate information for key NHS initiatives such as Agenda for Change (**A4C**) and Clinical Negligence Scheme for Trusts (**CNST**).

The successful implementation of the fundamental changes that are taking place within the National Health Service is wholly dependent on the quality and standards of its employees. Senior health executives are allocating considerable resource and investment to improve the working lives of staff by creating a well-managed, flexible working environment that offers improved pay and career development opportunities and values equality and diversity.

Therefore it is critical that any investment in training and development is cost efficient, effective and auditable.

In a large organisation this is a difficult task to perform. Economies of scale are lost within an organisation through multiple locations, divisional boundaries and a dispersed workforce. With the PathfinderHA system these barriers are removed and maximum benefits are achieved.



*“The PathFinderHA system creates a single data source of all HR, Learning & Development and contact-related information for every NHS worker. Pathfinder will give all staff access to current NHS information thus allowing them to be more effective in their roles.”*

Chris Queen  
Head of Technical Training for the  
NHS Hillingdon Community



# PathFinder HA™

**PathFinderHA's** functionality, ease of use and modular composition now offers them an effective, scalable framework for their ongoing workforce management and development requirements.

**The PathFinder™ System** uses rich internet applications that offer desktop functionality with the broad reach and deployment capabilities of the internet. It can be used by any computer that has internet access and the system can either be hosted internally on a dedicated server or externally at AccessAcademy.

## Security

It has integrated advanced security settings allowing only specified users to have access. Its adaptable architecture allows it to fully integrate with your organisations hierarchical structure. Access privileges are highly adaptable allowing staff to have a mixed level of administration privileges.

## Integration

PathFinderHA™, can interface with existing legacy systems and it records key HR information including ethnicity, job role/s location, absence records and it also records data such as work permit validity and professional accreditation renewal dates

## Additional modules available



### The PathFinder Real Time Reporting

module provides HR resource, line managers and senior executives with relevant up to date data to support the delivery of their strategic objectives and responsibilities. It automates tedious HR and training tasks such as registration renewals. The instant reports function enables line managers and supervisors to closely monitor and manage key training areas such as infection control much more effectively as they can instantly see who has and has not been trained.



**PathFinder Assess** evaluates the skills and competencies of the workforce globally. Individual job specific training, taking into account existing skill levels and competencies can then be devised aligned to strategic organisational priorities. Their effectiveness can then be monitored and assessed ongoing whether it's "just in time" training or longer term development initiatives PathFinder supports their management and delivery equally well.



**PathFinderMobile™** provides "on the job" skills assessments using mobile technology through a PDA. It can also be used to validate the accuracy of information held for individuals, locations or departments.



**PathFinderVLE™** (Virtual Learning Environment) our rich web communications system and Rapid Learn which converts Powerpoint slides into web enabled training modules, facilitate the implementation of effective blended learning solutions.



**AccessAcademy - UK**  
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