

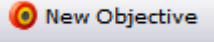
## Learning Objective/ Competency Manager

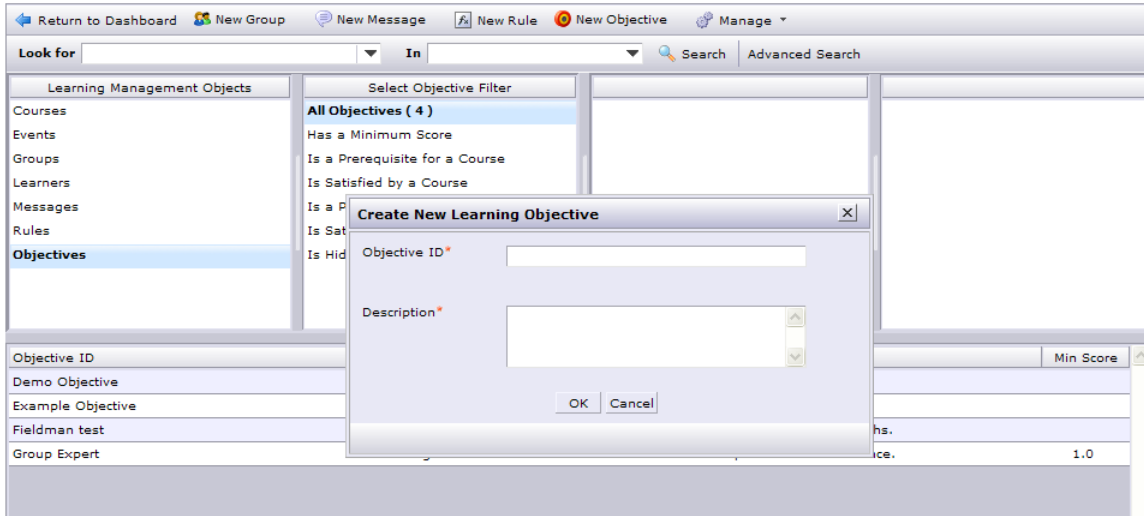
The Learning Objective Manager enables an administrator or authorized user to build an assignable competency to a course or learning event. Such variables as passing score, objective name and description can be edited and saved. To view the Learning Objective Manager, simply press “Objectives” in the far left column of the Administration Console.

The screenshot shows the Xerceo Learning Objective Manager interface. At the top, there is a navigation bar with buttons for 'New Course', 'Import Course', 'New Event', and 'New Discussion'. Below this is a secondary navigation bar with 'Return to Dashboard', 'New Group', 'New Message', 'New Rule', 'New Objective' (circled in red), and 'Manage'. A search bar is also present. The main content area is divided into three columns: 'Learning Management Objects', 'Select Objective Filter', and a large empty space. The 'Learning Management Objects' column lists 'Courses', 'Events', 'Groups', 'Learners', 'Messages', 'Rules', and 'Objectives' (circled in red). The 'Select Objective Filter' column shows 'All Objectives (4)' and a list of filters: 'Has a Minimum Score', 'Is a Prerequisite for a Course', 'Is Satisfied by a Course', 'Is a Prerequisite for an Event', 'Is Satisfied by an Event', and 'Is Hidden'. Below this is a table of objectives:

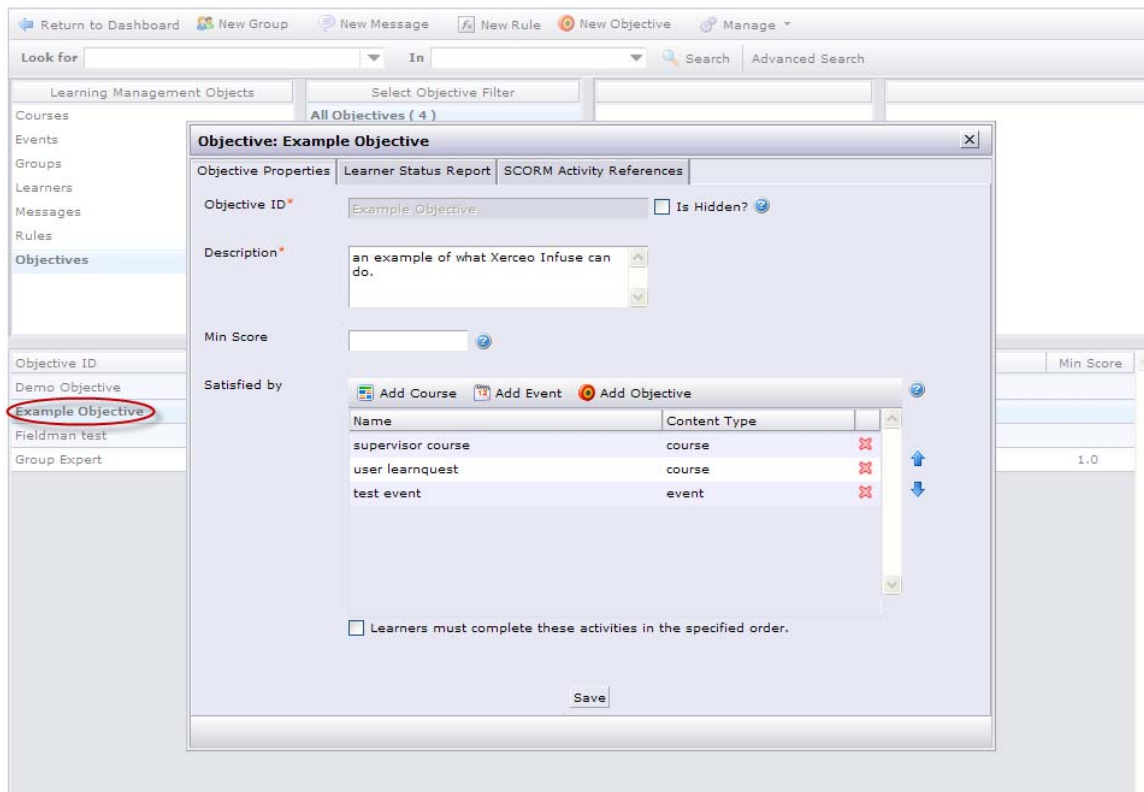
Objective ID	Objective Type	Description	Min Score
Demo Objective	Learning Path	A requirement for advancement	
Example Objective	Learning Path	an example of what Xerceo Infuse can do.	
Fieldman test	Learning Path	Standardized testing system to gauge strengths.	
Group Expert	Learning Path	You must excel in the required fields to advance.	1.0

At the bottom of the interface, a green checkmark and the text 'Found 4 objectives' are visible.

You can see above, the initial view of objectives is in a table with all previously created learning objectives listed. Or, by pressing the , at the top of the Administration Console toolbar you will get a blank Objective pop up window.



By double-clicking “Example Objective”, you can change the objective properties such as description, any external reference to tie in other HR system competencies to Xerceo along with a minimum score associated to the objective. Additionally by pressing the **Activity References** tab, you will see any references already present as well as by pressing the **Learner Progress** tab, you can see what learners have been assigned this objective and their progress to fulfilling it.



By selecting the “Is Hidden” check box, you can choose to see all hidden objectives. You may not want to see all objectives used by every course in the Administration Console, as there can be

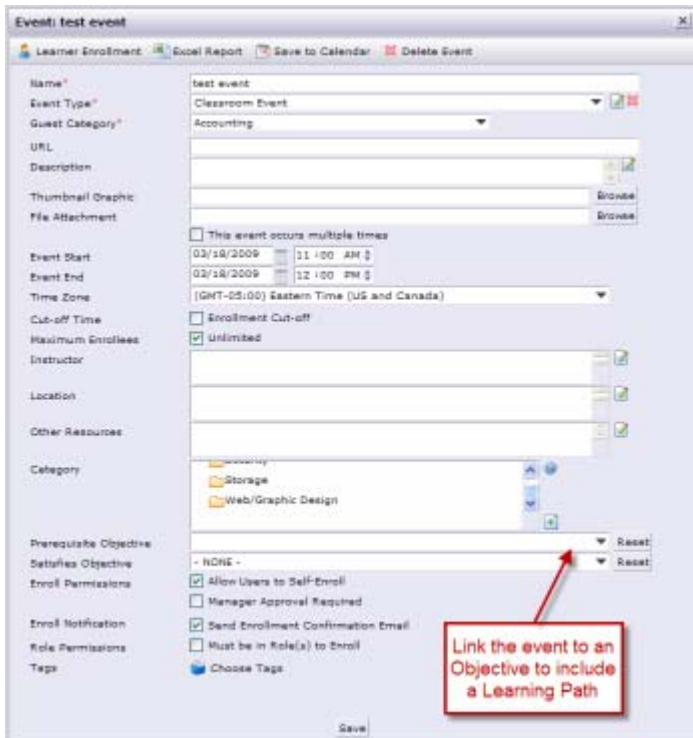
many per course. SCORM 2004 courses can expose numerous internal tracking objectives as global objectives.

## Multi-part Objectives

You can use Objectives to assign a learner, a sequence of courses as a learning path. Xerceo supports **learning paths** by allowing a learning objective to be **satisfied by** one or more courses, events, and/or objectives. It follows that you can nest objectives to design complex hierarchical learning paths. Moreover, since a learning path is just an objective, you can use it as a prerequisite for other courses and events.

Learning Paths are administered Using Objectives in the Administration Console.

The inclusion of an instructor-led event raises the question of how would a learner complete the learning path if they miss the event? Because of this issue, you should be careful when assigning events directly to learning paths. In most cases, you only want to assign events that occur more than once or are linked to an objective. If you use the objective approach, then you can provide alternative ways to satisfy the objective, which gives the learner a chance to complete the learning path by taking the seminar at a later date.



Event: test event

Learnner Enrollment Excel Report Save to Calendar Delete Event

Name: test event

Event Type: Classroom Event

Guest Category: Accounting

URL:

Description:

Thumbnail Graphic: Browse

File Attachment: Browse

This event occurs multiple times

Event Start: 02/18/2009 11:00 AM

Event End: 02/18/2009 12:00 PM

Time Zone: (GMT-05:00) Eastern Time (US and Canada)

Cut-off Time:  Enrollment Cut-off

Maximum Enrollees:  Unlimited

Instructor:

Location:

Other Resources:

Category: 

- Accounting
- Storage
- Web/Graphic Design

Prerequisite Objective: - NONE - Reset

Satisfies Objective: - NONE - Reset

Enroll Permissions:  Allow Users to Self-Enroll  Manager Approval Required

Enroll Notification:  Send Enrollment Confirmation Email

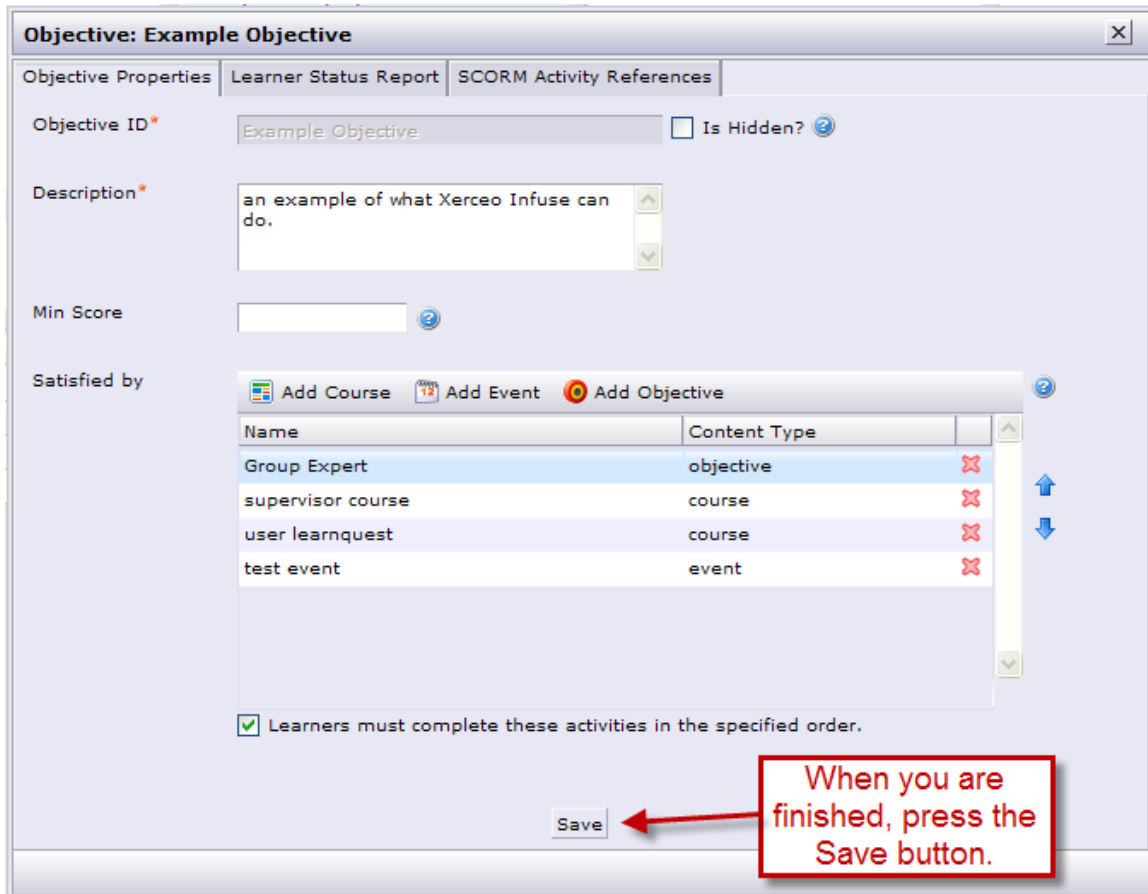
Role Permissions:  Must be in Role(s) to Enroll

Tags:  Choose Tags

Save

Link the event to an Objective to include a Learning Path

For example, if you wanted to create a learning path for a Sales Manager, which included a nested multi-part objective for Group Experts, two additional courses, and an event. First, select the **New Objective** button. Now type in a name for the Objective, followed by a description. To add the Learning path for Group Expert press the **Add Objective** button. Next, add the courses.



Now anyone assigned to this Learning Path will have to complete all courses and events in the Group Experts Learning Path, as well as the two courses and the event that you added.

When the learning path is launched, the My Learning portlet opens a dialog that shows the activity hierarchy for the learning path. The dialog ensures the learner can only launch courses in the proper sequence.

**Sales Manager** X


Learning Path for Sales Manager


**Status:** Not Attempted

**Started On:**

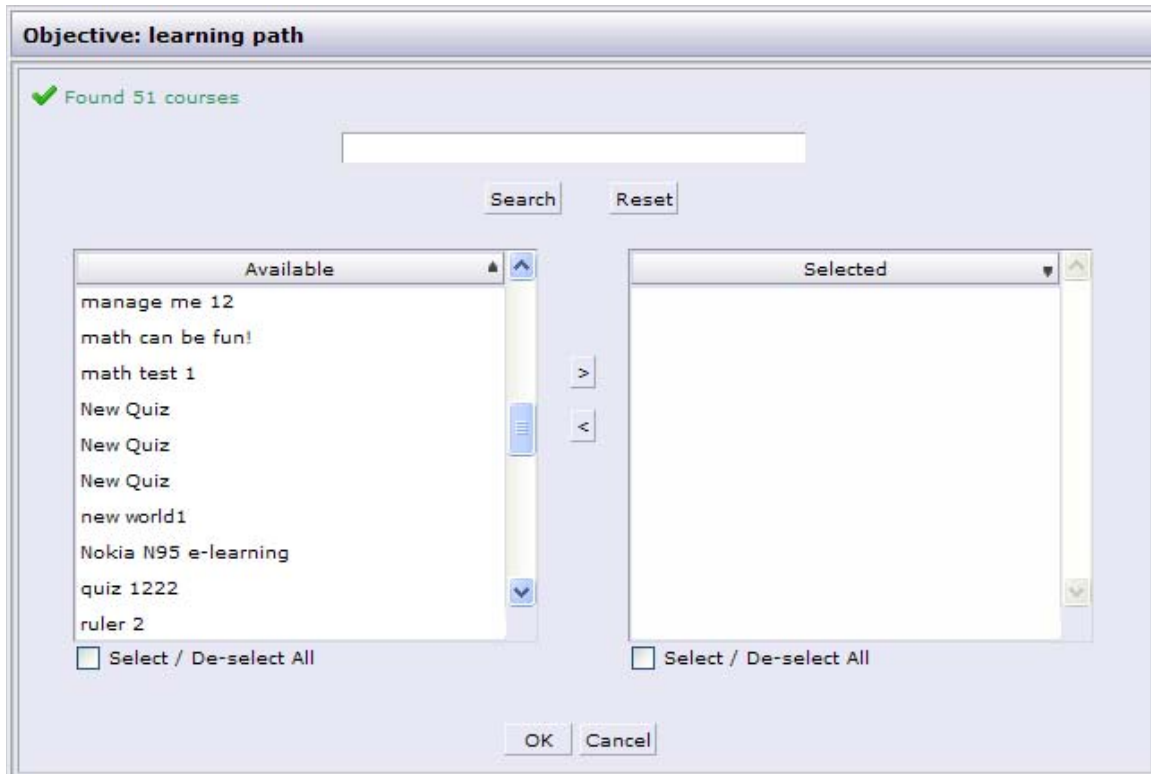
**Completed On:**

**Score:**

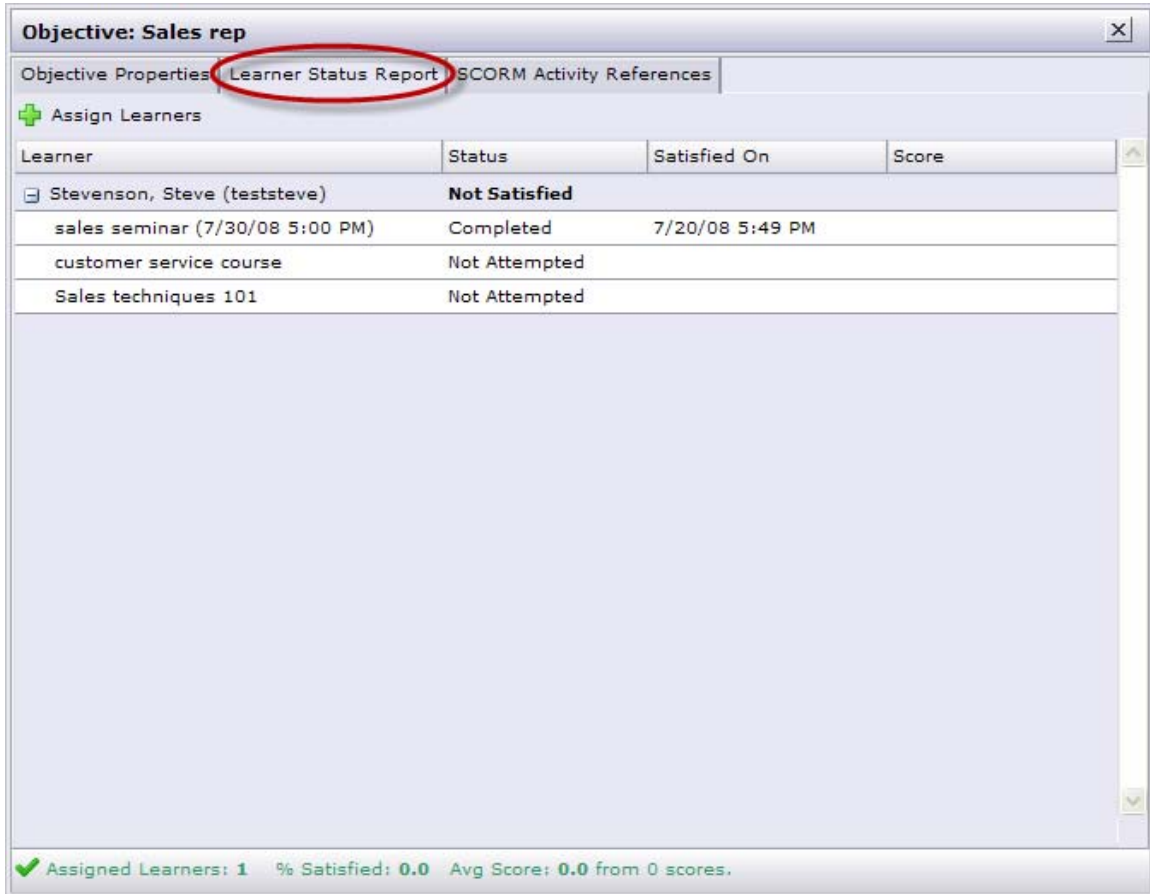
 You must complete these activities in order the shown below.

Title	Status	Started On	Completed On	Score	
 Sales rep	<b>Not Satisfied</b>				
sales seminar (event)	Not Enrolled				
customer service course	Not Attempted				
Sales techniques 101	Not Attempted				
communication skills	Not Attempted				
Financing 101	Not Attempted				

When you assign a course or objective to the learning path, Xerceo checks for circular references and restricts the available list accordingly. For example, a course that uses the learning path as a prerequisite cannot be included in the learning path as this would create a catch-22 situation for learners.



The Learner Status Report tab shows the status for all learners that have been assigned the objective



**Objective: Sales rep**

Objective Properties **Learner Status Report** SCORM Activity References

+ Assign Learners

Learner	Status	Satisfied On	Score
<input type="checkbox"/> Stevenson, Steve (teststeve)	<b>Not Satisfied</b>		
sales seminar (7/30/08 5:00 PM)	Completed	7/20/08 5:49 PM	
customer service course	Not Attempted		
Sales techniques 101	Not Attempted		

✓ Assigned Learners: 1 % Satisfied: 0.0 Avg Score: 0.0 from 0 scores.