

The Problem

Many organizations are faced with multifaceted challenges when addressing training needs. Regardless of facilitator or content, these challenges are ever changing and will continue to burden Human Resources and training divisions in the future. Bizjet, an aviation manufacturing organization, was no different.

- > In the aviation manufacturing industry they are faced with a multitude of regulatory agencies, all with differing requirements. It can be quite tough to keep up with all the competing requirements.
- > In Bizjet's organization, employees have little time to complete training, and rarely enough access to computers to keep up. This is a common revolving door issue, where employees require training, but often aren't afforded the time to complete training.
- > Their job challenges include ensuring that the training is applicable to all the different jobs in the organization. It is easy to get bogged down with all of the regulatory training requirements, often times training of substance for specific jobs is hard to come by.

Bizjet needed a solution that would not only make enrolling in training fast, but also easy. They needed a system that would stand up to multiple agencies' auditors, and to the scrutiny of customers. Regulatory compliance is unique in training and development, because often times not only does the auditor have to see the requirements of the position, they have to see how those requirements were met and when they were met.

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The Solution

Gyrus Systems takes the time to understand their customer's needs. In doing this, they have developed an understanding of each industry's needs they work with. For Bizjet, Gyrus's goal was to increase student adoption, provide an audit-friendly system, and provide a means to link meaningful training to jobs. According to the training specialist at Bizjet, "GyrusAim provides a portal for maintaining everything training. [They] realize the need for industry specific training and [their] program is extremely flexible."

Development Plans

Individual Development Plans (IDP) help to separate job, individual, and organizational requirements, and make tracking easy. IDPs are at the core of GyrusAim. Training administrators can attach an individual to a job and to their division/department. Then when training is assigned to the individual,

Bizjet Empowers Students to Succeed

job, or division/department, the student immediately has that training requirement and it is available on their student dashboard or IDP. Training can be expired or set due at a specific time, and all of these dates are dynamic based on when the individual joined the organization or was hired onto the job. GyrusAim's IDP has solved **many** industry specific challenges such as:

"IDP! This section has taken the guesswork out of training for our employees, their supervisors, our auditors, and customers."

- **Auditing**

with the IDP, an individual's requirements are all in one place. Auditors can run reports to show why training is required, if it has been obtained, and when it was obtained. They can search by date range, job, or department/division. Due to the granular approach at assigning training, there is no limit to how in-depth the reporting can go.

- **Training Relevance**

with assignment of training based on job, division/department, or individuals, students always know why they have to take training. When an employee switches jobs or moves to a new organization node, they are automatically as-signed the training required for the new position or location.

- **Ease of use**

When student's login to GyrusAim they are shown outstanding requirements and given the option to take training right away. While GyrusAim also offers general course catalogs, gap analysis, and other training features, this instant required training search is popular in industries that don't have a lot of training time.

The Right Time for Training

As a result of implementing GyrusAim at Bizjet, they have put training into the hands of their employees. According to their training specialist, "They complete training when they have time, enroll in classes that meet their busy schedules, review their training requirements at a glance, provide auditors with an easy view of their qualifications, and they are able to see what is expected of them when it comes to training." Empowering employees to take control of their training, can reduce scheduling conflicts, increase rate of LMS adoption, decrease time to train, and increase engagement.

Flexibility

Bizjet has been satisfied with the flexibility of their chosen solution: GyrusAim. Gyrus Systems strives to provide a flexible system that can fit the needs of any organization. They take the time to understand their customer's needs and develop the product with direct input from customers. The goal of Gyrus Systems is to maintain a plat-form that makes training management easier and more effective for

organizations.

Bizjet has been able to experience firsthand how Gyrus Systems treats their customers and responds to requests. After using GyrusAim for a while, Bizjet was asked a few questions about the functionality, future goals, and recommendations for potential Gyrus customers. Their words are encouraging!

When asked about GyrusAim functionality:

"Anytime I find a need for a tool for training I can either find it already in Gyrus or request it to be created. The program has allowed us to grow our training department"

When asked about future goals:

"GyrusAim has continually grown along with us as a company. It will continue to be used by all our employees and will improve as we find new needs in training."

When asked for recommendations:

"I highly recommend GyrusAim for any company. It is flexible and constantly improving to meet the needs of training departments.

Bizjet International—Established in 1986 in Tulsa, Oklahoma, BizJet has proven itself in the corporate aviation business. Known for world-class engine maintenance and VIP completions, BizJet continues to meet the growing needs of their customers. BizJet specializes in the outfitting and modification, maintenance, refurbishment and green completions of VIP and Business Jets in the Boeing BBJ and Airbus ACJ family. In 2008, BizJet re-designed it's facility to cater to the Rolls-Royce Spey and Tay engine line. Website: <http://www.bizjet.com/>