

# Solution Provider Profile

## Avilar Technologies, Inc.

September 2024



Company At-a-Glance	
<b>Name of Product/Offered</b>	WebMentor LMS™ and WebMentor SKILLS™
<b>Headquarters</b>	Columbia, MD
<b>Year Founded</b>	1997
<b>Geographic Coverage</b>	Worldwide
<b>Top Customers</b>	careLearning, Global Affairs Canada and DISA (Defense Information Systems Agency)
<b>Total Users</b>	100,000
<b>Year Product Was Originally Launched</b>	1998
<b>Website</b>	<a href="http://www.avilar.com">www.avilar.com</a>

### Avilar Solution Overview and Value Proposition

Since 1997, Avilar has pioneered eLearning with the WebMentor LMS™ learning management system. It was the first SCORM-compliant LMS on the market with award-winning features and customer support. Avilar continued that success with WebMentor SKILLS™, a competency management system for workforce optimization. Avilar is a small privately held business headquartered in Columbia, Maryland, in operation since 1997 and remains a leader within the private, public and government sectors with users ranging from 50 to more than 100,000.

Avilar offers software products and services for Human Capital Management.

- WebMentor LMS — A comprehensive blended learning solution
- WebMentor SKILLS — A comprehensive competency management solution

Both products may be licensed for installation or used in the cloud (SaaS).

Avilar has a broad range of government and commercial clients, providing support in the following areas:

- Commercial corporate training
- Mandatory compliance training
- Professional education
- Competency management
- Tailored training and competency environments
- US Government, DoD and Foreign Government solutions

## **WebMentor LMS**

WebMentor LMS is feature-rich and consistently rated as a low-cost, high-value solution. It's user-friendly and has an advanced back-end to make an organization's learning course delivery simple.

With WebMentor LMS, organizations can:

- Deliver high-quality courses and assessments;
- Easily track learner progress and certifications;
- Manage curricula, subscriptions and eCommerce;
- Create eLearning portals for multiple audiences;
- Access off-the-shelf training content;
- Get course development training; and
- Create multimedia content.

WebMentor LMS also provides:

- Learner activity tracking;
- Certification management;
- Support for the popular AICC format; and
- Integration with other eLearning portals and systems.

Browser-based and scalable, WebMentor LMS can support a single course or a complete online training delivery operation.

WebMentor LMS can be up and running in as little as one day with Avilar's online, hosted system or customers can license the application to install and run the software application on their own in-house servers.

Key features include:

- Blended Learning

- Deliver and track web-based courses.
- Manage and track instructor-led courses.
- Automate learning with curricula and subscriptions.
- Assessment and Content Creation Tools
  - Create unique learning challenges
  - Build organization-specific training
  - Create custom and printable certificates
  - Create feature-rich assessments (9-question types)
- SCORM Certified and AICC Compliant
  - First LMS to be certified SCORM compliant by ADL
  - SCORM Debugger to analyze SCORM API traffic and improve course performance
- eCommerce
  - Deploy shopping cart, merchant accounts and payment options
  - Offer coupons and variable pricing promotions.
- Adaptable Learner Interface
  - Turn features on and off.
  - Add external links.
  - Customize look and feel to meet the specific needs of learners.
- Integration and Extensibility
  - Integrate with other web apps via extensive web services API.
  - Plug in modules for authentication, content management (CMS), payment processing, etc.

## **WebMentor SKILLS**

WebMentor SKILLS is feature-rich competency management system that supports competency-based activities along with many additional talent management components to help optimize the workforce.

With WebMentor SKILLS, organizations can:

- Conduct traditional competency management activities such as skills inventory, gap analysis, and development planning (IDP);

- Use several different assessment methods including self, manager, 360, as well as employee testing;
- Conduct performance management, career planning, succession planning and training planning, leave management and salary;
- Team-building capabilities to staff projects;
- Manage skills, job roles, job descriptions, positions and openings in the organization. Various maintenance tools to make this easy to do;
- Easily find employees with specific characteristics and skills, conduct comparisons and easily collect and analyze employee data using a very flexible reporting system;
- Load video, audio and documents into the built-in content management system to support features such as learning libraries, immediate training and information archiving;
- Manage the organization's structure and collect information about departments and hierarchies.

WebMentor SKILLS provides:

- The flexibility to collect any employee data useful for workforce analysis;
- A very flexible user interface that can react to any information known about a user;
- A flexible data model that allows the addition of a wide variety of different data fields to any part of the system fully integrated with security model;
- A configurable access system with customizable login capability including single sign-on support for SAML2 and government CAC cards;
- Automatic mechanism to suggest appropriate learning activities that can be a wide variety of types;
- A built-in content management system that can be used for a wide range of file types generated by the product as well as uploaded;
- All data can be both imported and exported for integration with other systems;
- Ability to associate social media with key elements of the system to allow for Linked-in, Facebook and YouTube interactions;
- Notifications, announcements, and detailed usage tracking with searchable logs;
- Several search capabilities for employees and managers including best employee for a job, best job for an employee and scored searching; and

- Built-in language editing feature to meet the organization's nomenclature needs.

Browser-based and scalable, WebMentor SKILLS™ can support a full range of Talent Management activities built on a competency foundation.

WebMentor SKILLS™ can be up and running in as little as one day with Avilar's online, hosted system or customers can license the application to install and run the software application on their own in-house servers.

Key Features include:

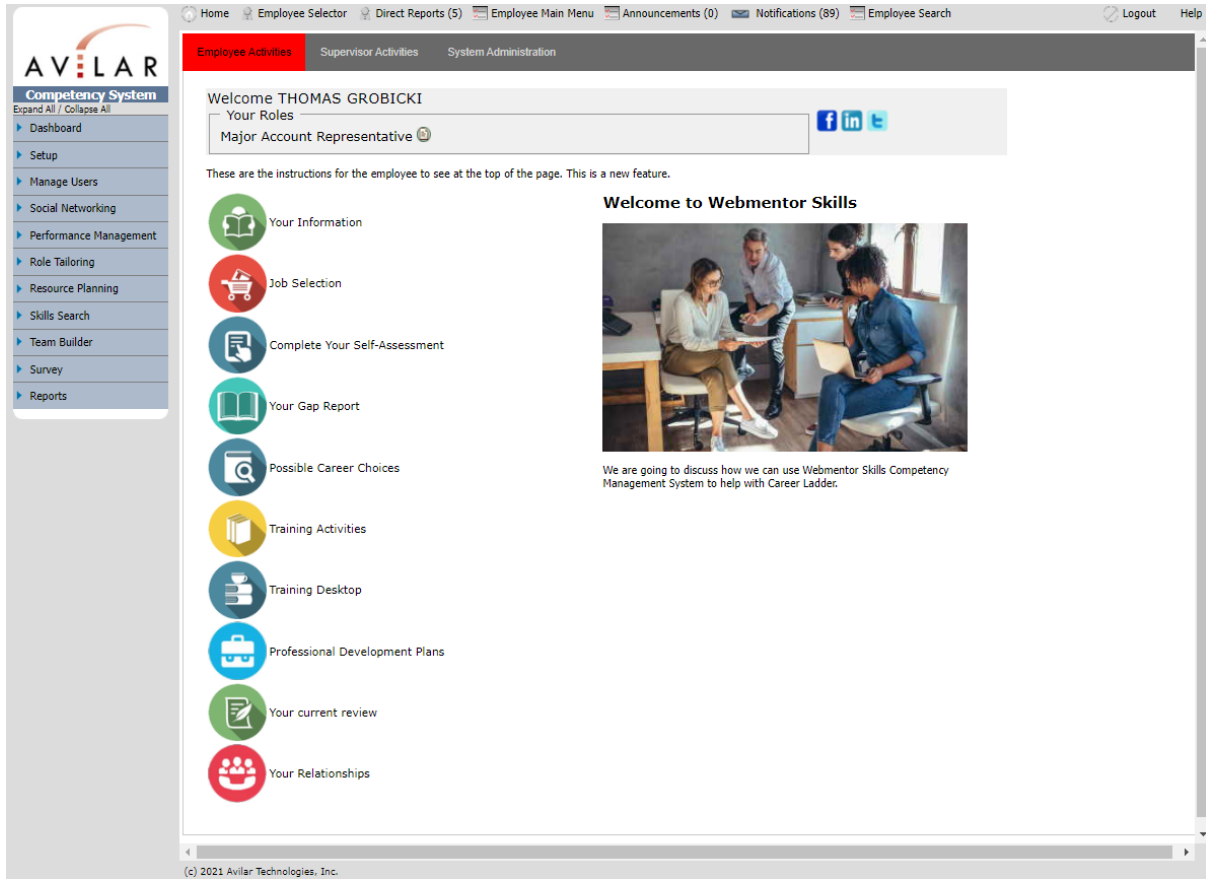
- Competency Management Support
  - Support for any competency framework including proprietary competency libraries
  - Ability to edit and import competency libraries with unlimited skills and job roles
  - Skills inventory, Gap Analysis, and Development Planning based upon skills
- Assessments
  - Several different assessment approaches support including self-assessment, manager-assessment, multi-rater assessment
  - Capable of analyzing large amount of skill information and to conduct comparisons and searches
  - Employee learning resources, tests and other activities with skills
  - Ability to manage data over time
- Talent Management Features
  - Support for a number of talent management features such as performance management and leave management.
  - Strong position management and opening management
  - Can easily be used as the system of record for employee data
- Adaptable Interface
  - Turn features on and off.
  - Add external links.
  - Customize look and feel to meet the specific.
  - Interface reacts to employee's configuration.



**Figure 2: Tailored Training Portal**



Figure 3: WebMentor SKILLS User Interface



All screenshots provided by Avilar Technologies, Inc.



## **Analysis by Brandon Hall Group™**

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### **Situational Analysis**

Employers struggle to establish, measure and develop skills for their employees. Fewer than one in five organizations tie competencies and skills to performance goals and evaluations to a high degree, so progress in developing competencies and skills is not tracked regularly for many employees. This leaves organizations without clear visibility on how employees' competencies align with the current and future needs of the business and the type of training and development needed to improve individual and organizational performance.

### **Challenges to the Business**

Less than half of organizations (47%) say they can meet talent needs in the next two years with their current employees. There are many different reasons for this but lack of focus on developing critical skills and competencies is a big one.

Lack of focus on development of critical competencies has a huge impact on the business. For example, it has made the economic upheaval of the coronavirus pandemic even more damaging. As companies seek to rebound or change their business models, they don't have the right skills foundation to deal with present problems, let alone the skills and competencies they will need in the immediate and longer-term future as they grapple to drive new business strategies and agendas.

### **Implications for the Business**

Employers that cannot find the people with the right skills or competency matches for critical jobs are at a significant competitive disadvantage. Skills and competency assessment is critical to driving revenue, profit, customer service and a strong employer brand.

### **Questions to be Answered by the Business**

To build for the future, organizations must answer some critical questions. They include:

- Which skills and competencies differentiate our organization now?
- How will they change in the future?
- What steps should we take to fully understand the capabilities and potential of our employees and teams?
- Where are the hidden pockets of potential and how do we find them?

- What must we do to change course and help our internal talent reach their potential so they realize their goals while helping the organization meet the needs of our customers and stakeholders?

## Avilar WebMentor as the Answer

Avilar's technology platform and expertise go beyond traditional approaches to talent management, offering a sophisticated solution for competency management, learning management, and workforce planning.

Avilar's core value proposition is to equip organizations with the tools and insights needed to optimize their workforce. The Avilar WebMentor products facilitate the identification, development, and deployment of talent, aligning individual skills and competencies with organizational goals. This strategic approach not only enhances employee engagement and productivity but also enables businesses to proactively address skill gaps, plan for future needs, and ensure a sustainable talent pipeline.

Furthermore, Avilar's focus on data-driven decision-making and continuous improvement sets it apart. The platform's powerful analytics and reporting capabilities empower organizations to gain valuable insights into workforce trends, skills gaps, and performance metrics. This enables HR professionals and business leaders to make informed decisions regarding talent acquisition, development, and succession planning, driving organizational agility and resilience.

## Strategic Advantages

- **Holistic Talent Management:** Offers a unified platform that integrates competency management, learning management, and workforce planning, enabling a strategic and cohesive approach to talent optimization.
- **Data-Driven Decision Making:** Robust analytics and reporting capabilities provide insights into workforce trends, skills gaps, and performance, enabling informed talent decisions.
- **Skill-Based Hiring and Development:** Facilitates the identification and development of critical skills, ensuring that the workforce is equipped to meet current and future business needs.
- **Proactive Workforce Planning:** Enables organizations to anticipate and address talent gaps, plan for succession, and ensure business continuity.
- **Enhanced Employee Engagement:** By aligning individual development with organizational goals, Avilar products foster a culture of growth and empowerment, leading to increased employee engagement and retention.

### Differentiators:

- **Focus on Competency Management:** The competency framework allows organizations to define, assess, and develop critical skills and behaviors, ensuring alignment with strategic objectives.
- **Integrated Learning Management:** The platform seamlessly connects competency development with targeted learning opportunities, facilitating continuous learning and skill acquisition.
- **Scenario Planning and Modeling:** Enables organizations to explore various workforce scenarios and make informed decisions regarding talent acquisition, development, and deployment.

In conclusion, Avilar's WebMentor products offer a powerful and strategic solution for organizations seeking to optimize their talent management practices. By enabling data-driven decision-making, fostering employee development, and ensuring workforce readiness, Avilar empowers organizations to navigate the complexities of the modern talent landscape and achieve sustainable success.

### Contribution Team:

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# About Brandon Hall Group™

With more than 10,000 clients globally and more than 30 years of delivering world-class research and advisory services, Brandon Hall Group™ is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.

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