



Training and Development

Strong Businesses Require Strong Talent

Just because your employees are out of school does not mean their education should stop. With high costs to hire new workers, it makes far more sense to invest in the staff you currently have. Having the right tools to manage training and development can leave you with a workforce that is more satisfied and engaged, as well as better prepared for your organization's future. With the Epicor Human Capital Management (HCM) Training and Development module, you can be confident your workforce is ready for the future.

Grow

Agile leaders have an understanding of what core competencies their business needs to keep their organizations growing and productive. Strengthening the skills and abilities of your employees and matching them to the needs of your organization is the key to progressive talent management. With Epicor HCM, you can establish competency models tracking certifications, education, skills, abilities, achievements and awards held for each individual and match them to their job or position requirements. These competencies are then used to create development plans and are key to effective performance management. Using these same competency models, establish your training and development plans to strengthen your workforce by growing each individual's capabilities increasing their ability to contribute to the bottom line.

HR professionals can develop their competency models and more easily refine competency profiles when they are not spending time maintaining employee profiles. Updating competencies is easy with Employee Connect. Employees are empowered to manage their profile, alert managers when new certifications or competencies are achieved and route documents for review. They can even be alerted in advance when certifications are scheduled to expire so critical licenses and certifications can be kept up to date.

Manage

Epicor HCM tools make it easy to manage development plans. In addition to being able to schedule classes, update location information, and list class fees, you can also enroll employees in classes, record if an employee completed a class and at what proficiency, and track employee progress. Employees can also access class information and, using Employee Connect, enroll in classes they wish to attend.

Does Your HR System Offer:

- Simplified scheduling capabilities?
- Online class enrollment?
- Alerts to required training?
- Communication tools?

Learn how Epicor HCM can do all this and more by contacting an Epicor representative today.

Inform

No matter how many training and development opportunities your organization offers, they will all be for naught if employees are unaware of these opportunities. There are several Epicor HCM tools that make it easy to inform employees of educational opportunities. In addition to using Employee Connect to allow employees to search and register for courses, you can also use Epicor HCM to post important documents about programs such as tuition reimbursement, as well as remind employees of company policies related to training and development right on their self-service home page.

Communicate

Are there certain employees that need qualifications to advance their careers in the future? Allow managers to set goals for employees to obtain these qualifications. These goals will record the missing qualification as a "need." When an employee completes a training course that satisfies this need, Epicor HCM will convert that need to a qualification. Employees are better prepared for a future within your organization as they continue to strengthen their skills. By guiding employees to gain qualifications, you can also prepare your workforce to grow with the company.



About Epicor

Epicor Software Corporation is a global leader delivering business software solutions to the manufacturing, distribution, retail, and services industries. With more than 40 years of experience, Epicor has more than 20,000 customers in over 150 countries. Epicor solutions enable companies to drive increased efficiency and improve profitability. With a history of innovation, industry expertise, and passion for excellence, Epicor inspires customers to build lasting competitive advantage. Epicor provides the single point of accountability that local, regional, and global businesses demand. For more information, visit www.epicor.com.

EPICOR®

Contact us for more information on Epicor Products and Services

+1.800.999.6995 info@epicor.com www.epicor.com

Worldwide Headquarters
San Francisco Bay Area
4120 Dublin Boulevard, Suite 300
Dublin, CA 94568 USA
Toll Free: +1.888.448.2636
Direct: +1.925.361.9900
Fax: +1.925.361.9999

Latin America and Caribbean
Blvd. Antonio L. Rodriguez #1882 Int. 104
Plaza Central, Col. Santa Maria
Monterrey, Nuevo Leon, CP 64650
Mexico
Phone: +52.81.1551.7100
Fax: +52.81.1551.7117

Europe, Middle East and Africa
No. 1 The Arena
Downshire Way
Bracknell, Berkshire RG12 1PU
United Kingdom
Phone: +44.1344.468468
Fax: +44.1344.468010

Asia
238A Thomson Road #23-06
Novena Square Tower A
Singapore 307684
Singapore
Phone: +65.6333.8121
Fax: +65.6333.8131

Australia and New Zealand
Level 34
101 Miller Street
North Sydney NSW 2060
Australia
Phone: +61.2.9927.6200
Fax: +61.2.9927.6298

The contents of this document are for informational purposes only and are subject to change without notice. Epicor Software Corporation makes no guarantee, representations or warranties with regard to the enclosed information and specifically disclaims, to the full extent of the law, any applicable implied warranties, such as fitness for a particular purpose, merchantability, satisfactory quality or reasonable skill and care. This document and its contents, including the viewpoints, dates and functional content expressed herein are believed to be accurate as of its date of publication, December, 2012. The usage of any Epicor software shall be pursuant to the applicable end user license agreement and the performance of any consulting services by Epicor personnel shall be pursuant to applicable standard services terms and conditions. Usage of the solution(s) described in this document with other Epicor software or third party products may require the purchase of licenses for such other products. Epicor, Business Inspired and the Epicor logo are trademarks or registered trademarks of Epicor Software Corporation in the United States, certain other countries and/or the EU. All other trademarks mentioned are the property of their respective owners. Copyright © 2012 Epicor Software Corporation. All rights reserved. Job #1,780