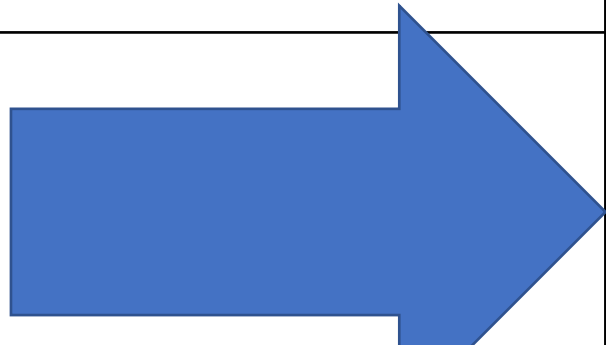




Launching Success Factors Learning Management System in
a highly regulated industry

Bhreagh Cartwright (Sr Project Coordinator)
Allison Boutilier (Manager, BPR Project Delivery)
Marine Atlantic

MARINE ATLANTIC

	2017	2018	2019	2020	2021	2022	2023
<p>BPR Release 1</p> <ul style="list-style-type: none"> • SuccessFactors Employee Central • SAP Payroll • Finance “Lite” • SAP Jam <p>BPR Release 2</p> <ul style="list-style-type: none"> • Success Factors LMS • SAP Finance • SAP Supply Chain <p>BPR Release 3</p> <ul style="list-style-type: none"> • Success Factors RCM & ONB • SAP Plant Maintenance 			<p>BPR Release 1</p> <p>June 2017 – July 2019</p>	<p>BPR Release 2</p> <p>January 2020-December 2021 (COVID Pause 9 months)</p>		<p>BPR Release 3</p> <p>March 2022 – June 2023 *staggered launch dates*</p>	
			<p>SAP Continuous Improvement</p> <ul style="list-style-type: none"> • SAP Analytics • SAP Talent (GM,PM,SP,Comp) • Ariba • SAP Audit/GRC • Concur 				

Who is Marine Atlantic?

Marine Atlantic is an essential part of the Trans Canada Highway that connects Nova Scotia and Newfoundland by providing a safe, environmentally responsible and quality ferry service.

Marine Atlantic is made up of 250 different positions

Vessel Based

Terminal
Operations

Maintenance

Administration

120 positions have regulatory training requirements



SAP Landscape

Core HR: Employee Central

Employee Record | Organizational Management

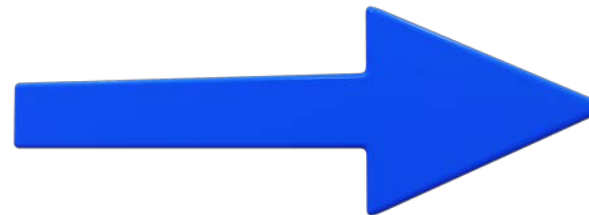


Design Sessions



What is Curricula?

- Curricula is a container for one or more items which make up mandatory/compliance training
- Curricula can enforce retraining requirements
- Curricula can be complete or incomplete



Curricula

Regulatory & Marine Atlantic Required

Position

Classroom Training

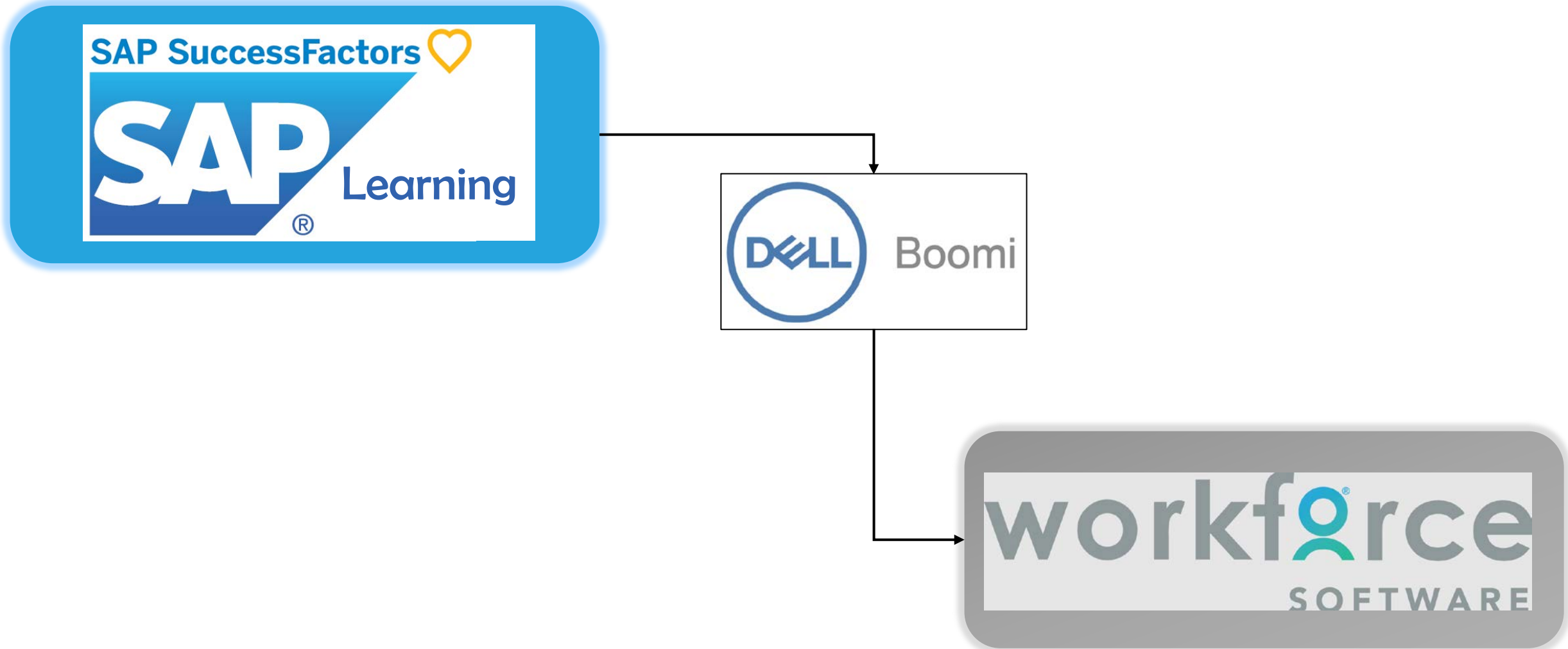
On the Job Training

Certifications

Can we Connect LMS to our Scheduling System?



Can we Connect LMS to our Scheduling System?



Data

Training History

- 50,000 lines of data

Assigned Curricula

- >4000 lines of data
- Qualified Jobs for each Employee

Items

- 700 lines of data
- Courses, documents and on the job training

Curricula

- 250 Curricula
- Item mapping
- Sub curricula



We Did It!

- ✓ Successfully Launched LMS
- ✓ Launched SAP Finance and Supply Chain as well as a WFS upgrade
- ✓ Fullfilled OAG Requirement

OOPS..! **We Did It!**



Immediately Scheduled Training Classes



Removed positions Employees no longer worked



Created online content and launched e-learning



Created “Task Curricula”

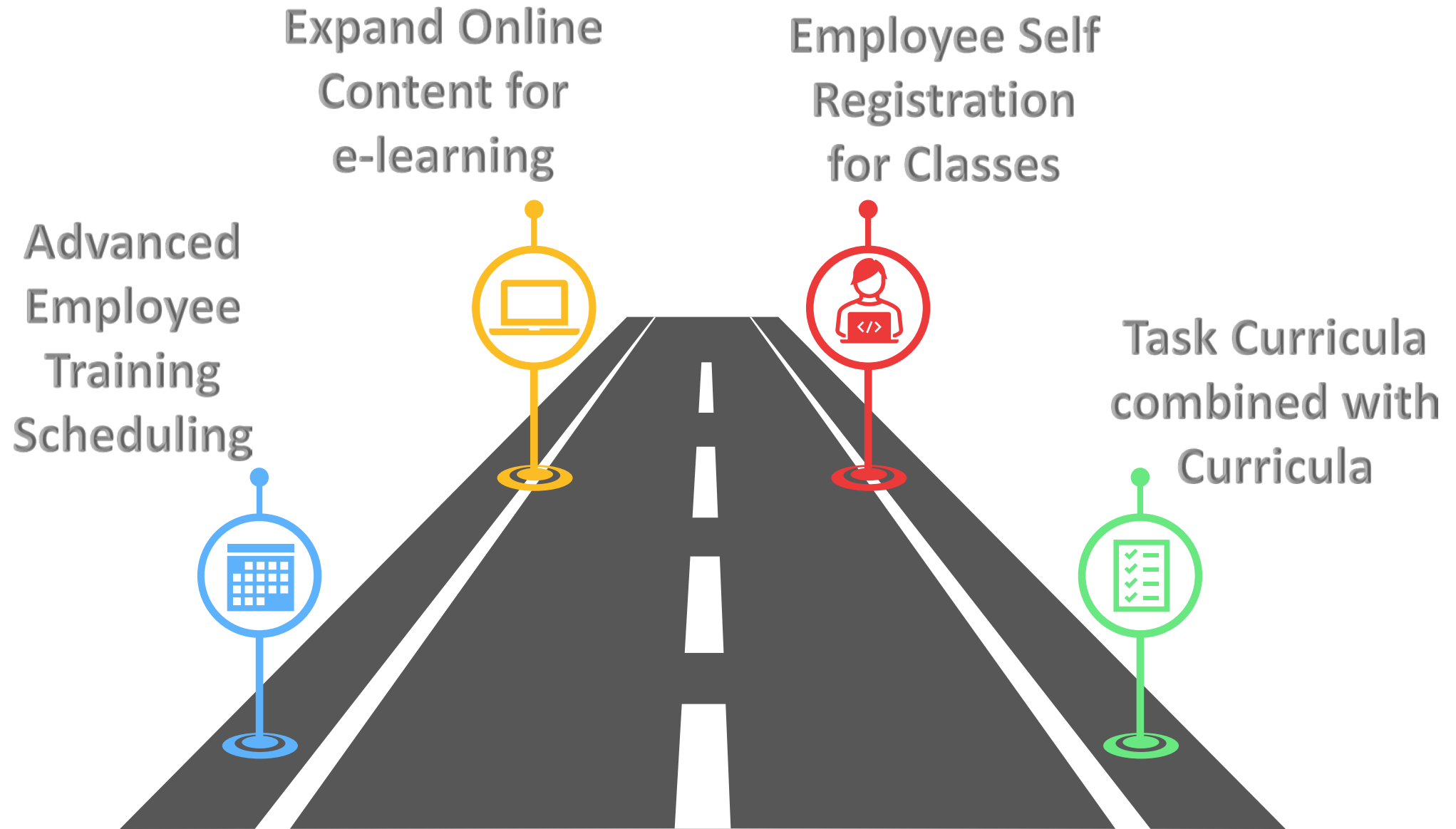
Challenges

Sustainment
continues to be a
challenge for the
LMS implementation

Accountability and
compliance

Ensure end users
have the required
support

What's next





Thank you!