



Custom eLearning Courseware Development  
**let us put the pieces together for you.**

eLearning Solutions from



# High Impact Custom eLearning Courses

The design, creation, and implementation of highly effective training programs, especially ones that are reliant on technology, require an experienced interdisciplinary team that is committed to your success. Our eLearning courseware development team consists of creative talent, instructional designers, and technical experts who specialize in eLearning development and know what it takes to knock the ball out of the park! We have over 14 years of experience and have honed our processes & technology to maximize quality and minimize hassle and cost.

## Our eLearning Solutions:

### Conversion

You may have existing courses that need to be converted to an online format. We can provide the following services to ensure your new eLearning courses are up to the challenge:

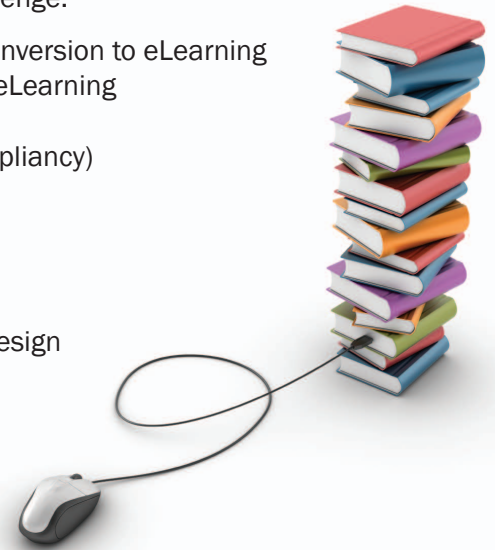
- Perform a design review to ensure content is complete and ready for conversion to eLearning
- Identify new content and media to improve the instructional quality for eLearning
- Convert all existing content and develop new assets for online formats
- Ensure compliance to appropriate standards (i.e. SCORM and 508 compliancy)
- Provide authoring tools and training for the “Do-It-Yourselfers”

### New Course Design

We work with your subject-matter experts to capture their knowledge and design a new eLearning course from the ground up. Projects may include needs analysis, knowledge capture, instructional design and storyboarding, multimedia content production, and technical consulting.

### Staff Augmentation

- Temporarily expand your team to meet challenging deadlines
- Acquire specific skills for tasks outside your team’s abilities, for example - video, audio, and animation production, development of complex interactive exercises, and technical consulting related to SCORM, LMS, etc.



## How do we succeed where others fail?

The key to developing successful training is our ability to skillfully blend **three critical**, but very different skill sets:

### 1. Creative Solutions:

We design and produce innovative, engaging eLearning content and solutions from clear illustrative graphics, animation, video, and even 3D virtual environments. Quality content is a key ingredient to quality training.

### 2. Instructional Design:

We apply adult learning theory and the use of both traditional and more innovative instructional design practices to ensure an eLearning solution that will achieve your goals.

**3. Technology:** We bring our technical savvy to the table. Whether it’s complex interactive exercises, simulations, SCORM or 508 compliance, learning management systems, or web-services - our team of technical experts knows how to optimize performance and functionality.

successful courseware requires all three disciplines working together.



# 1. Creative Solutions

We have a long history of creative endeavors and have always taken great pride in our ability to develop effective visual communications for eLearning. Clear, powerful, well designed graphics and illustrations are essential elements for effective training content. Our experts use customized 2D and 3D animation that can take the learner to places they could not otherwise go and allow them to visualize and learn complicated processes.

## Our creative expertise includes:

Graphics Design

Technical and Medical Illustration

Photography

Video and Audio Production

Mobile Development

2D Process Animations

3D Engineering Accurate Modeling

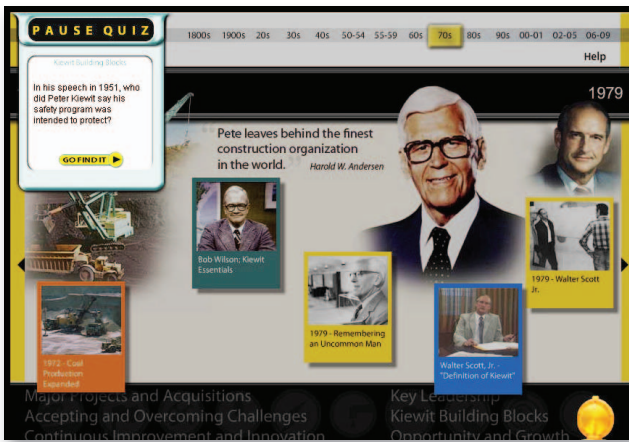
3D Animation and Simulation

Character Animation

Interactive Exercises

Simulation Development

Website and Multimedia Kiosk Design



Corporate interactive timeline for on-boarding new hires



eLearning course featuring a realistic 3D environment with animated characters



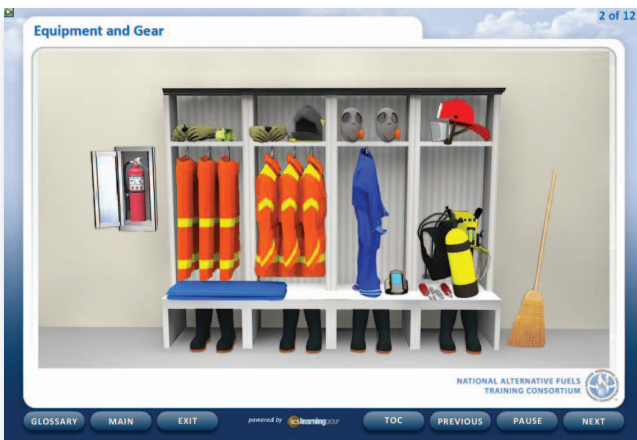
Video presentation in-synch with 2D animated scenarios and closed-captioning



**Let us augment your team!** Sometimes you just need help in specific areas or have a big deadline to meet and need to temporarily expand your resources. We welcome the opportunity to help support your in-house team at any point along the way.

## 2. Instructional Design

Whether you want to start converting your traditional, instructor-led classroom training sessions to an eLearning curriculum or you are just starting to explore the eLearning field, quality instructional design is a critical component of the process. Our instructional design services can cover any of your training product, subject-matter, or customer requirements. Factors such as the state of the existing training material and documentation, the audience and required outcomes, and access to subject-matter experts can all have an impact on the depth and type of instructional design assistance you need. In general terms, all of our custom eLearning projects incorporate the following instructional design elements:



User selects proper scenario gear from this 3D emergency equipment room



Animated cut-away illustrating locations and components of AED vehicles

### High-Level Design

Effective eLearning development and training starts with a thorough understanding of your desired outcomes. Our Instructional Designers can work with your team to analyze and understand these needs and prepare a high-level design document that will become the foundation for your eLearning courseware.

### Detailed Design

A solid understanding of the high-level objectives and training outcomes, defined in the above process, will enable our Instructional Designers to focus on the detailed training requirements and content. This includes identifying the most appropriate teaching strategies and designing thorough, engaging instruction using storyboard and scripting tools.

### Web-Based Course Design and Interactive Multimedia

Our Instructional Designers have specific experience with custom eLearning design, web delivery, interactive concepts, and the power of multimedia. Without a live instructor, keeping a learner engaged and motivated is critical, and can be challenging with self-paced courseware. Our experienced designers have honed our techniques in the development of relevant, interesting, and effective web-based training material.



**Rapid design methods** - If your priority is on achieving results quickly, you may be interested in our rapid design/development process, where you can achieve effective results in an accelerated and cost efficient manner. Contact us today to discuss these methods with an ICS Project Manager to determine what approach will give you the best result.

# 3. Technology

eLearning development is becoming increasingly sophisticated. Detailed knowledge of SCORM, learning management systems, and ADA section-508 compliance are all essential requirements for eLearning and online training development. While many off-the-shelf authoring tools try to hide this complexity from you, it is inevitable that technical issues will come up and you will need to know what is going on under the surface to fine tune the behavior and performance that you require for your online training program.

With our technology, experience, and suite of eLearning development and diagnostic tools, we can help to ensure that you are taking full advantage of available technology and that your online training courses are performing optimally and effectively communicating with the LMS or other web services.

**SCORM Communications Trace:**

```
WARNING: 403 - Data Model Element Value
return ""
5. GetValue "cmi.suspend_data"
WARNING: 403 - Data Model Element Value
return ""
01/27/2012 15:15:53
6. SetValue "cmi.completion_status"
to "incomplete"
return "true"
7. SetValue "cmi.progress_measure"
to ""
ERROR: 406 - Data Model Element Type 1
return "false"
8. SetValue "cmi.suspend_data"
to "11|0000|0000|000|0000|000|"
return "true"
```

**SCORM Inspector:**

completion_status	"incomplete"
completion_threshold	-
credit	"credit"
entry	"ab-initio"
exit	"suspend"
launch_data	""
learner_id	"47880"
learner_name	"Smith, Pat"
location	-
max_time_allowed	-
mode	"normal"
progress_measure	-
scaled_passing_score	-
score.max	-
score.min	-
score.raw	-

ICS Courseware Diagnostics with SCORM Trace and Inspector Tools

70% Complete [Restart] [Exit]

Your 10-year cardiac risk is: **Medium** 17%

LOW [0% 10% 20%] HIGH

Press each box below. Watch your arrow move to a lower risk as you take action.

- I want to improve my cholesterol.
- I want to lower my blood pressure.
- I want to stop smoking.

[Continue]

Interactive Cardiac Risk Assessment

Labels: ON OFF

FLOW RATES	SET	ACTUAL
HNO3	10	10
NH3	100	100
NH4NO3	7	7

TEMPS	SET	ACTUAL
AMBIENT	--	65
HEAT	00	--
TEMP PROBE	--	65

SENSORS	SET	ACTUAL
PH PROBE	--	6.4
VOLUME	--	4939

INPUT: HNO3 NH3 NH4NO3 HEAT WARN

OUTPUT: [Gauges]

Chemical Manufacturing Process Simulator



**Mobile Development** - There is a lot of commotion in the mobile market, and a lot of uncertainty as to where it's headed for online training development. ICS is staying plugged-in to the mobile movement – as it matures, it will be an ever-important method for delivering online training and EPSS/Just-in-Time knowledge. We can examine your requirements, design, and build an optimal solution.

# Additional Content Solutions

We also offer authoring tools for a “Do-It-Yourself” approach to content development, or if you would like to purchase pre-built courses, we have thousands to choose from. There are pluses and minuses to each of these options that should be carefully considered. If you are interested in purchasing an authoring tool, or pre-built courseware - contact us today. We would be happy to discuss your situation and provide free consultation regarding the development tools and methods that may best satisfy your needs.

## Authoring Tools

**Pros:** Authoring tools allow you to rapidly produce content and are much easier to use than what was once available. There are many good authoring tools now on the market - we are resellers of some of the most popular, offering in-demand features such as PowerPoint conversion, pre-built templates, team collaboration tools, mobile delivery, and more.

**Considerations:** These tools can range significantly in their cost and capabilities, so it is important to understand what each tool can do and what its strengths and weaknesses are. You will find that, in general, the tools are designed for a very specific type of content and are very limiting beyond the original design intention. For example, some tools are good at creating training for software applications, while others are designed to convert Microsoft PowerPoint presentations into SCORM-compliant training modules.

 We offer free consulting to assess your needs and help you select the right tool for your situation.

## Pre-Built Courseware

**Pros:** Purchasing pre-built courseware is ideal for filling universal training needs where off-the-shelf training courses already exist. This method can save a lot of time and money compared to custom training development. ICS has partnered with several leading providers offering thousands of pre-built Courses, ready to load in your LMS today. We are happy to assess your needs and put together course libraries that meet your goals. Ask about our Inquisiq R3 bundle discounts and volume pricing.

**Considerations:** Pre-built courses are by nature more generic and not well suited for training that is specific to your organization – however, most courseware providers do offer white labeling and customizations. Additionally, pricing for off-the-shelf courseware is usually subscription-based which can greatly reduce the upfront costs, but conversely will have recurring costs.

### Popular Courses Categories:

IT / Computer Skills  
Compliance  
Human Resources  
Customer Relationship-  
Management

Business Excellence  
Business Management  
Financial Management  
International Business

Health & Safety  
Industrial / Manufacturing  
Skills  
Health Care  
Insurance Specific Courses

Contact us today to see a full list of courses, or let our consultants assess your needs and assemble a custom library for your organization.

# What else is behind a successful training program?

## A Learning Management System that thinks like you.

**Inquisiq R3™ is our affordable, full-featured Learning Management Solution.** This award-winning Learning Management System (LMS) provides an easy-to-use interface that lets you upload and manage your SCORM-compliant training content, organize course catalogs, manage users and groups, generate reports, issue certificates and even collect course fees using the built-in shopping cart.



### Key Features:

- SCORM Standards Compliance
- Easy-To-Use Interface
- Easily Branded To Your Corporate Identity
- Flexible Reporting
- Email Notifications
- High-Level Of Automation
- Completion Certificates
- Active Directory Integration
- Batch Upload Users
- Create User Groups and Course Enrollment Rules
- Integrated Payment Processing
- Complete Packages Starting At Only \$200/Month



Inquisiq R3™ is a four-time Gold Medal Winner of the coveted Brandon Hall Excellence in Learning Award.

### Technology Awards:

- 2011 Gold Medal Winner for “Best Advance in Learning Management Technology”
- 2010 Gold Medal Winner for “Best Advance in Learning Management Technology for Small- and Medium-Sized Businesses”
- 2010 Gold Medal Winner for “Best Advance in Learning Management Technology for External Training”
- 2009 Gold Medal Winner for “Best Advance in Learning Management Technology for Small- and Medium-Sized Businesses”

**For a free trial or live demo of Inquisiq R3**

Call us: **(410) 975-9440**  
or visit us online: **www.InquisiqR3.com**

For all other sales and inquiries please visit: [www.icslearninggroup.com](http://www.icslearninggroup.com)

## **Ready for us to start building your eLearning content?**

We would be happy to provide a free quote or initial assessment.



**Call us today: (410) 975-9440**  
**or visit us online: [www.icslearninggroup.com](http://www.icslearninggroup.com)**

