

# LEARNING LIBRARY.com

## Learning Library Inc. WOW!s with two wins at the CSTD Awards

TORONTO, December 4, 2007

Recently the Canadian Society of Training and Development (CSTD) held its 5<sup>th</sup> Annual President's Dinner and Award presentation to honour excellence in the training industry, and Learning Library Inc. (LLI) walked away with two of the biggest awards of the evening.

The first ever WOW! Award was created specifically to encourage and honour innovation, impact and achievement in the training and development industry. LLI followed up the WOW! Award with a Silver win in the external Elearning category, which acknowledges superior instructional content or learning experiences that are delivered, enabled, or mediated by electronic technology and designed for sale on the open market.

"We're thrilled to be the first ever winners of CSTD's WOW award.", said Sabine Steinbrecher, CEO and Founder of Learning Library Inc. "We are extremely proud of *HR eSource™* and what it can do to assist managers in any Canadian organization with just-in-time human resource requirements. It's wonderful for our product to be acknowledged in this way by Canada's national training association."



Chris Larsen, Director, Business Development and Membership and Sabine Steinbrecher, CEO, Learning Library Inc., at CSTD Awards.

"*HR eSource™* provides owners and managers with fast, interactive access to critical, resource-rich, HR information.", explained Ms. Steinbrecher. "Participants are able to work through any module according to their own schedule and needs."

*HR eSource™* was the result of a partnership between the Learning Library Inc., who provided technical development, Human Resources Professionals Association of Ontario (HRPAO), and Benchmark Performance Inc. and was funded by the Government of Canada. The program, available in English and French, retails for \$199 and can be purchased online through <http://www.hresource.ca/HRPAO/>.



"Many managers don't have time to dedicate to Human Resources because they are too busy," said Bill Greenhalgh, CEO, HRPAO. "The *HR eSource™* program can help non-HR managers improve their people management skills and teach the latest HR best practices." That's why we've developed this HR e-learning program geared to non-HR managers. It will help them improve their people management skills and teach them the latest HR best practices — from how to streamline hiring and recruiting, conduct performance reviews, write policies and job descriptions to deliver training and more."

The costs of poor talent management and employee disengagement are increasing for small business in Ontario, according to recent HRPAO research. Only 17 per cent of employees are highly engaged and absentee rates are up significantly from 2003. Statistics based on HRPAO research conducted in 2007 indicates that:

- In 2005 voluntary turnover rates increased across all sectors to eight per cent from six point four per cent the year before (*Conference Board of Canada*)
- The total cost of turnover can range from \$2,000 to \$40,000 per position and it can take up to 90 days to fill the vacancy (*Conference Board of Canada*)
- Absenteeism rates are up 30 per cent from 1997 (*Statistics Canada*)
- 14 per cent of employees are "not at all" engaged (*Conference Board of Canada*)

*HR eSource™* is an innovative, easy-to-use, e-learning (and CD ROM) solution for anyone requiring the latest training in human resources management (HRM). It is comprised of 40 bilingual modules, which take approximately 30 minutes each to complete. Leading Human Resource experts collaborated to ensure that program content is up-to-date and relevant to today's HR issues. The modules are organized into seven key topics including; General HR, HR Structure and Administration, Recruitment, Performance Management, Training and Development, Pay and Benefits, and Health and Safety. Upon finishing all modules, participants will achieve a Certificate of Completion recognized by HRPAO.

### **About the HRPAO**

The Human Resources Professionals Association of Ontario (HRPAO) is Canada's HR thought leader with more than 16,000 members in 28 chapters in Ontario and other locations across Canada and around the world. HRPAO is internationally recognized for its knowledge, innovation and leadership. HRPAO connects its membership to an unmatched range of HR information resources, events, professional development and networking opportunities. It annually hosts the world's second largest HR conference. HRPAO grants the Certified Human Resources Professional (CHRPTM) designation, the national standard for excellence in human resources management.

### **About Learning Library**

Learning Library is a leading provider of education management and publishing solutions utilizing web-based technology serving international markets since 1998. LLI's proprietary custom e-learning and education management infrastructure provides very unique and specific benefits to accrue to partners and customers through the use of Learning Library's online education platform and solutions. [www.learninglibrary.com](http://www.learninglibrary.com).

For further information, or to receive copy of the program, please contact.

Sabine Steinbrecher, Founder, CEO  
416-703-8674 x229 / Direct: 416-483-2791  
[sabine@learninglibrary.com](mailto:sabine@learninglibrary.com)