

Training of personnel is the key to success, like their attitudes, their skills must be unparalleled.

Training is the biggest challenge faced by the defense industry all over the world today. With “Asymmetric War” dominating “Conventional War” the key & decisive component for success is to provide quality training of personnel to face dynamic requirements.

“Just in time”, “Just enough” and “Just for you” training have gained a new level of urgency. Training has become complex with the introduction of sophisticated technologies.

An integrated approach is a paramount necessity for all activities associated with training such as identifying training needs for dynamic combat situations and relief missions, designing training curricula, development of courseware, implementation, feedback & assessment and to handle a number of administrative chores that are associated with training.

With increase in training demand training budgets have ballooned and the need to ensure proper return on investment has become a vital subject for discussion. Overall, training organizations are over stretched in meeting the demands of defense forces.

Sankhya introduces ATHENA an integrated training management system that provides the backbone for managing all aspects of training in a paperless environment for Army, Air Force, Navy, Marines or Special Forces. ATHENA is currently under implementation in Indian Navy for defense and Emirates Airlines for civilian use.



Comprehensive solution for training administration, workflow, measurement and information management.

ATHENA is a comprehensive system to meet the requirements of organizational, occupational and individual training needs. With ATHENA training managers can now focus on building the vital components of Knowledge, Comprehension, Application and Skill of their personnel. In an enterprise-wide application ATHENA manages training programs for operations, maintenance and administrative functions of defense personnel requiring qualification-based, periodic training.

ATHENA is used to build training curriculums, plan courses, administer records, schedule training events, collect results, update qualifications, and provide reporting and analysis capabilities so that training programs can be evaluated and adjusted. ATHENA handles traditional appendix-based training methods as well as the recent approaches such as Advanced Qualification Program (AQP).





Enterprise wide planning, curriculum development, and implementation of training.

ATHENA provides training planners an extraordinary tool to optimally prepare long term plans for training courses and all training resources for periods between a year and ten years based on training needs. Using Operation Research methods (rules based scheduling) ATHENA also creates short term plans for periods extending between a week to a year. Training plans can be created and managed at organization, department, unit, school, and trade levels. Schedules can be drawn for equipment, instructors and trainees to maximize utilization of training resources and minimize training costs.

Curriculum Management in ATHENA is a valuable tool for training designers and administrators to quickly construct training curriculums. It supports training program development for multiple organizations, departments and equipment types. Curriculums can be designed for initial, continuing, transition, and upgrade qualifications as well as other special training qualifications.

Curricula can be defined to the task-level and courses can be constructed to meet the defined lesson objectives and set standards. Further at the time of curriculum development relevant training materials in multiple formats can be attached to the courses.

Implementation of training at the ground school can be administered by SILICON™ Learning Management System (LMS) which fully complies to

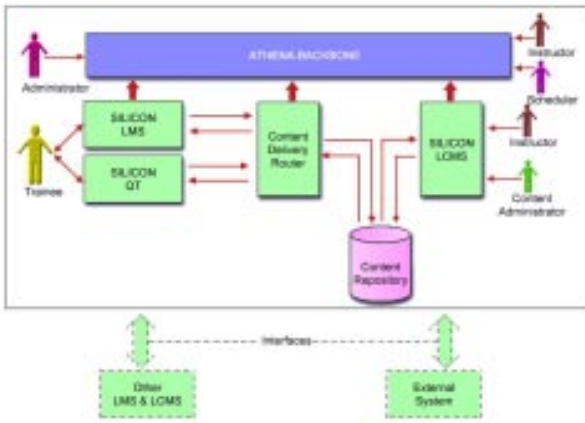
AICC and SCORM standards. Proficiency of training can be assessed using SILICON™ Question and Test (QT) system that complies to IMS global consortium standards.

Secure & accurate measurement, Quality Assurance, record keeping and workflow.

Grading is both crucial and a confidential requirement. ATHENA captures performance grade of a trainee for every training event, tasks and also captures information comments, standards & other data. ATHENA provides instructors and administrators with a wide range of options to capture trainee grades including use of mobile devices (PDA, mobile phone etc.) in an accurate and secure manner. Grade data is seamlessly integrated to the database for record keeping. ATHENA supports a number of grading formats to represent objective assessment of a trainee.

Record keeping is the biggest challenge of training administrators. ATHENA has a robust record keeping and maintenance module that maintains high degree of integrity, accuracy and security for all training records. Trainee and instructor profile data, medicals, licenses, certificates, address information, position history, availability, travel arrangements, training history, current training courses, future training requirements, approval of completed training curriculums and handling of training issues are all managed based on a predetermined user accessibility rights.

The lines that separate training from operations are rapidly getting blurred. Training is naturally expected to lead to better performance. You must have the ability to measure performance, have feed back to training department and help improve on the areas of deficiency. ATHENA provides you with Quality Assurance measurement and a reliable feed back for continuous improvement.



Information management, dashboard views, financial information, interface to external systems.

ATHENA has a multi level security to control and manage user accessibility. Senior management and administrators of ATHENA can monitor training activity using “dashboards”. These dashboards provide comprehensive information on training functions in a real time mode. Information can be obtained through drill down menus that enable managers to take well informed decisions. Information is also made available through reports module which helps in generation of numerous reports that could also be printed.

ATHENA provides a seamless workflow for an enterprise wide training management function. However, legacy systems of a training organization make it a compelling requirement to access information from other systems such as financial systems etc., Interoperability is the key strength of ATHENA and all external systems can be interfaced with ATHENA using industry standard protocols.



Rich Internet Application technology, low cost of ownership

ATHENA is built on a leading edge technology platform for providing complete protection to investments from technological obsolescence. Its Rich Internet Application (RIA) interface is the most visible example of investment protection. Dubbed as the future standard for all browser based applications Rich Internet Application technology provides excellent user accessibility over low bandwidth infrastructure, best security and an excellent user experiences. ATHENA is a truly multi-tier application and supports multiple database implementations.

ATHENA comes with the life time upgrade promise. ATHENA comes with an unrivaled interface providing rich user experience, it product features, security and interoperability combine to make it the best product in the market place that also comes with a low total cost of ownership.



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