



National Life Group (B), Montpelier, Vermont

“KnowledgeWave Training was reliable and responsive which is critical when working remotely. The code quality was excellent, and they were responsive to design changes which occurred during the course of user testing. This model of using senior development staff to build client generated requirements and design worked very well, and the result was a satisfied customer.”

Kevin Copeland
National Life Group
Office of CIO

of Employees: 850

Type of Business: Financial Services

Background:

Headquartered in Montpelier, VT, National Life Group is a family of financial service companies operating throughout the United States. Companies in the Group offer a comprehensive portfolio of life insurance, annuity and equity products to help individuals, families and businesses meet their financial goals.

National Life met with KnowledgeWave Training in October 2006 to discuss the need for a new application to capture and report critical employee information. The goal of Vice President of Human Resources, Will Todd, was to have an application to record and maintain a wealth of employee information from basic contact information to individual’s skills assessments and performance and competency ratings by December 2006. The information had to be stored in such a way that it could be exported into several different reports based on a variety of classifications, depending on the requirements of a given initiative. The reports needed to be readily accessible and convey the information in a concise format. To achieve all of this, there needed to be an automated process for downloading data from the main Human Resource system.

Solution:

KnowledgeWave Training and National Life assessed the available applications and decided that Microsoft Access was the application best-suited for the project based on National Life’s IT environment – the technologies already in place and the objectives of the project.

KnowledgeWave Training spent approximately 20 days customizing the database, importing data, and creating the reports necessary to glean the required information.

A great deal of Access Visual Basic Application (VBA) code was written so that data could be downloaded from the main Human Resources system in a matter of seconds as opposed to minutes.

**Results:**

The database was completed and reports established in December 2006.

The final product is a well-populated, dynamic database with a user-friendly interface and complex reporting structure. National Life is now able to export employee data in a variety of classifications using the new reporting structure. A vast number of reports can be generated and include data that analyzes each person's personal and professional abilities. For example, reports detailing the performance ratings of an entire group's employees based on specific competencies from creativity to conflict management.

The new system is essential to Human Resources as they can now view their data in such a way that enables them to closely monitor the skill sets of their employees as they plan each person's development path and track their progress.

Founded in 1990 and headquartered in South Burlington, Vermont, KnowledgeWave Training specializes in education and training, as well as custom database and software development. KnowledgeWave, Inc. is Vermont's only Microsoft® Certified Learning Partner, a Citrix® Authorized Learning Center, and a Novell® Authorized Education Center and an authorized Cisco® Learning Solutions Partner. KnowledgeWave offers a full-range of authorized Microsoft®, Citrix®, Novell®, and CompTIA courses, plus custom-designed corporate curriculum, by qualified instructors, who rise above industry guidelines. State-of-the-art training and education centers are located in South Burlington, Montpelier and Brattleboro, Vermont, and on-site training at client facilities is available, as well.