



Skills management project

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The purpose of this project, undertaken by John Van Duin, was to design and produce a database for the manager of Palmerston North's Intensive Care Unit to keep track of the range of skills possessed by staff of the unit.

The main objective of the application was to enable the wide range of skills of the nursing staff to be managed, tracked and reported upon thus enabling efficient and effective management of staff development.

The system was to enable the manager to:

- Identify and track which skills need to be updated within a specified time
- Identify who is due or has a need to attend specialty courses or conferences
- Create a skill report for each nurse to be used within his or her portfolio
- Identify which nurses may assist in the training and development of new staff members

Identify which nurses are more experienced for rostering purposes

The project began with John performing an in-depth user analysis. This analysis was then implemented using Microsoft Access and Visual Basic to produce a prototype. Once delivered and feedback from relevant staff collated, the prototype was extended to become a fully functional application.

In addition, John was required to design and develop a web site to accommodate multiple users and to provide an online help system. In order to successfully implement this deliverable, John was required to liaise with IT staff at MidCentral Health to install the application and ensure its functionality and integrity.

The project was completed with the development of training and maintenance documentation and staff training.