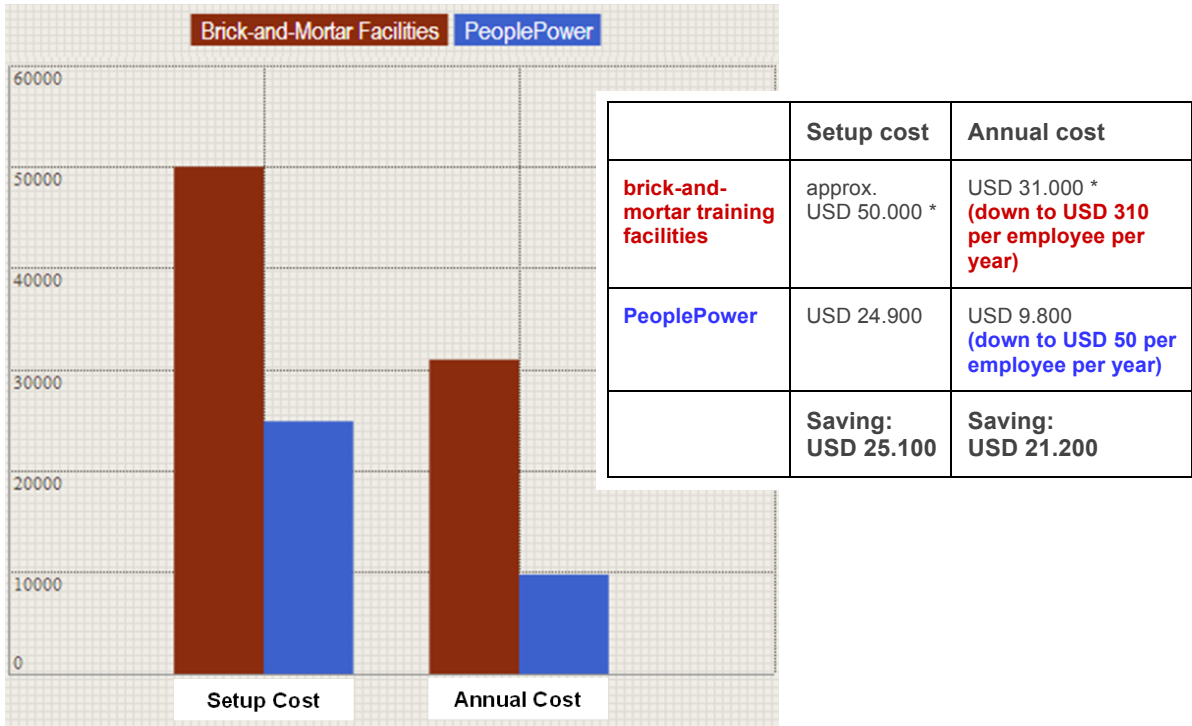


PeoplePower respectful | local | organic

PeoplePower is a **vocational training toolset** for **performance support** and **knowledge sharing**. The toolset has a **Competency Assurance Management System** for Fair Trade and Organic enterprises with a special focus on small and medium sized businesses. Just in time competency trainings are a necessary and growing part of small and medium sized businesses. Quality training, maintenance and safety, budgetary and policy regulations and more take the highest priority as teams are brought up to speed. Whether the training is run off-site or at work, small and medium sized businesses face difficulties to afford competency trainings because they are expensive, must be localized and take time away from employees' other duties.

PeoplePower makes vocational training affordable.

Example of traditional classroom setup versus PeoplePower.
Small - Medium Sized Enterprise in rural area, up to 100 employees.



* Brick-and-mortar setup include:
Basic classroom construction, furnishing, instructional services setup and maintenance training
Brick-and-mortar annual cost include:
Instructional staff: approx. USD 15.000, classroom maintenance: approx. USD 10.000, lost labour time (3 d per year):
3 x 100 x USD 20 = USD 6.000

Example from the Fair and Organic Trade Industry

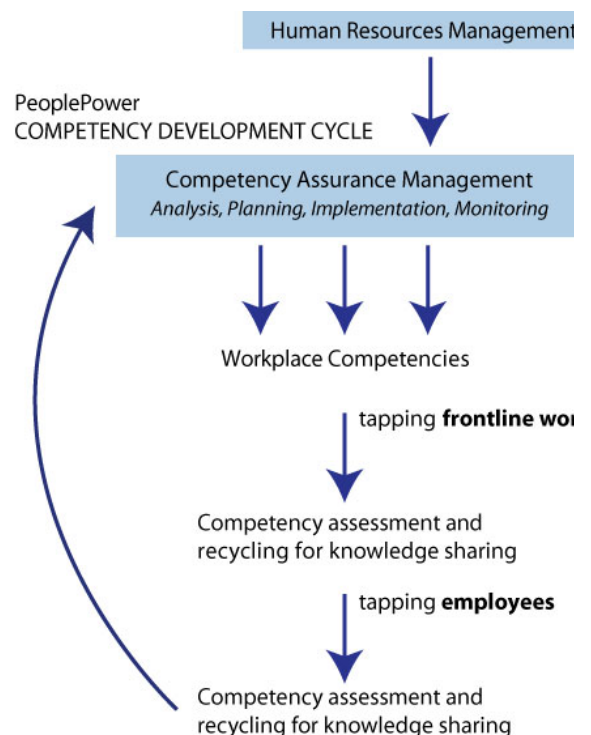
How to train employees to integrate a generator into a power grid of a fair and organic palm oil factory in rural Northern Ghana? During task performance, the frontline worker speaks out loud using local language about what, how and why the task will be performed. S/he carries wearable sensors attached to a vocally controlled Google Glass recording unit. The work session is recorded and captured, including self-tracking data (e.g. temperature, brightness, air quality, distance) and concludes with the task completion. The result - the multimedia work session - is transferred automatically to **PeoplePower's Competency Assurance Management System** and tagged according to factory competency standards. The Human Resources Manager uses the session for competency gap analysis, competency development planning, and vocational knowledge sharing.

Following the factory wide competency development plan, each former trainee learns while working, and at a predetermined point, captures her/his task performance. Each former trainee becomes assessed and certified according to the result delivered (see graph below, Competency Development Cycle). The competency data is analyzed in the Competency Assurance Management System for monitoring and evaluation purposes. The work sessions recorded are available for communities of experts and campaigners in the Fair and Organic Trade business.

How it works

The most effective workplace training is responsive to knowledge gaps and learning demands that occur in everyday business life. To remain productive and competitive, your employees need immediate and direct training, developed by experts working in their subject area and utilizing the best-adapted technology. PeoplePower empowers your local experts to organically build a training system by themselves, which grows from within your organization.

With PeoplePower both, formal and informal training is generated and distributed fast. Your experienced frontline employees are best resources for demonstrating guidance, appropriate procedures and best practices. Human Resources Managers use the PeoplePower Toolset for capturing organisational knowledge, experience and attitudes as well as for the dissemination of competency based training such as onboarding and just-in-time vocational training programs at the workplace. Work sessions are captured and catalogued in PeoplePower's Competency Assurance Management System, which Human Resource Managers use to develop, monitor and maintain staff competence. The system offers enterprise tools such as competence management, skills-gap analysis, succession planning, as well as competence analysis and profiling.



Rather than purchasing outside training that corresponds generally to your needs, you can now develop custom training for every need as it arises which is **produced in local language**. PeoplePower creates suitable training in less time for less money, and streamlines training staff and the training infrastructure. It reaches all members of a training group, regardless of location, instantly. PeoplePower tools communicate the knowledge, experience and approaches required to perform a specific task successfully, without involving a third party trainer (e.g. no translator, no instructional video production team required). The results are localized, immediate and long-lasting.

What does PeoplePower do for you?

PeoplePower uses the competencies of your own staff. By drawing on their experiences and skills, hidden treasures of knowledge and ideas are discovered. It delivers employee training developed in the field, from your expert employees to your trainees and does not require a brick-and-mortar classroom. It is a mobile competency training system, suitable for any small and medium sized business. Workplace competency trainings can be developed for all domains; affective (attitudes, behaviors), cognitive (knowledge), psychomotor (procedural skills) as well as general experience exchange.

PeoplePower serves as a capacity development tool for Human Resources managers who select experienced employees to become empowered to train their colleagues in what they know and do best. Lectures are generated on-the-fly while performing real life tasks and recording the procedures. Vocational trainers as well as trainees stay at the workplace and remain productive, even when they produce the work session recordings the business tasks get accomplished.

Why is PeoplePower unique?

Training development and delivery is fast, effective and affordable for a small group of workers, too. PeoplePower facilitates an easy to handle and systematic competency training development and delivery which have not been possible until now.

Deployment cost

Any business can deploy PeoplePower. It uses common WiMAX and WiFi network hardware and can be ordered with a ready to use network infrastructure, backed by solar power. Small and medium sized enterprises (SMEs) like factories, farms in rural areas with lack of Internet connectivity benefit as much as enterprises in connected areas.

PeoplePower Pricing: Hardware, Consulting & Coaching

| | Setup cost | Annual cost |
|-------------------------|------------|--|
| SME up to 100 employees | USD 24.900 | USD 9.800 (down to USD 50 per employee per year) |
| SME up to 500 employees | USD 49.500 | USD 19.900 (down to USD 22.5 per employee per year) |

Setup cost cover empowerment coaching sessions, occupational analysis up to a maximum of 10 person days on-site (more available upon request) and a web-based Competency Assurance Management System.

Annual services include over distance support based on Service Level Agreements, project monitoring and quality management.

Hardware like e.g. WiMax / WiFi network, Google Glass, protection tools, solar panels, instructional display devices, can be provided upon request. A configuration fee and travel costs are not included and vary per project.