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"Accelerating the Value of Data Analytics for planning the Post-Registration Certificate Courses (PRCCs)"
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Introduction
In the past, the Post-Registration Certificate Courses (PRCCs) were planned and scheduled based on the survey results collected from all department operations managers via the clusters' Central Nursing Division. These survey results were time consuming, subjective and lack of accountability. Therefore, it was difficult to identify and project the current and future training needs.   In preparing the PRCCs plan for 2016/17, we revolutionized this practice by analyzing decades of stored data related to our full-time nursing staff PRCC training and work experience history directly from the corporate database.

Objectives
1. To identify the nursing training needs without surveying all departments in HA hospitals.   2. To determine each specialty trained ratio and potential training needs. 3. To provide accurate data and insights, and in turn guide managers to plan courses and allocate training   resources effectively.

Methodology
1. Collect our full-time number of registered nurses particulars; employment and working location data from   Human Capital Management(HCM) and Staff Rostering System(SRS). However, those data were incomplete and non-standard.   2. Gather the PRCC training statistics from Excel spreadsheets collected by Institute of Advanced Nursing   Studies(IANS) and e-Learning Centre(e-LC). 3. Cleanse, standardize, and merge the source data described above.   4. Categorize and group them based on their specialties.   5. Turn the results into visualized form (ratios and charts) to make them understandable and consumable.

Result
We now have a clear picture of the trained ratio for each specialty, and identify specialties that are high in training needs. All the analysis is collected and prepared

without interfering or surveying the already overworked clinical managers.   By analyzing the nursing staff PRCC training history was effective in cutting out unnecessary disruptions on clinical managers, saving time and cost in the data collecting process, improving accuracy of the specialty trained ratio, and provide objective insights for training needs and training resource allocation.