

Non-Credit Badges

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WHAT NEEDS TO BE ADDRESSED?

What is an ERP System?

- An ERP system is the backbone that powers critical business operations of organizations around the world
 - It gathers all transactions and master files into a single database
- It ties financial accounting to the operations of human resources to sales, inventory, distribution, manufacturing, procurement, supply chain, and capital assets
- Some industries have specialized ERPs, such as health care, banking, and some professional and specialized services

Who needs to know about ERP systems?

- Anyone who feeds, manages, or extracts data from the ERP system will do their job better if they are familiar with the concepts of an ERP system. If you work with ERP, and do not need to understand it, your job will be replaced by a robot or A.I.
- Students and some career switchers will need some practical ERP knowledge and confidence for job interviews, internships, and full-time roles.
- The success of an ERP system depends not only on the software, but also on the people who know how to use it.

There is a gap

- But few college graduates have hands-on experience working in an Enterprise Resource Planning (ERP) system — and face the classic challenge of needing experience before landing a first job.
- Thus, employers must invest significant time teaching new hires both company processes and the fundamentals of ERP.
- How will we collectively prepare the next generation to work with ERP systems?

How do we fill this gap?

- One solution is online, on-demand, microcredential non-credit badges.
- The goal is to give students a practical understanding of how modern businesses operate through a particular ERP system.
 - The concepts learned are transferable across the ERP landscape
- This is analogous to learning how to drive a car when you know nothing about driving or cars, including
 - Learn what it means to drive
 - Learn how to operate a car
 - Practice basic driving techniques such as starting, stopping, turning, entering traffic, parking, and routine maintenance

3 Microcredential non-credit Badges

- The 3 Badges cover
 - What is ERP and what is the Oracle JD Edwards EnterpriseOne ERP?
 - How do transactions flow from Procurement to Inventory (records and accuracy) to Sales?
 - How are transactions automatically mirrored in financial transactions
- Students and non-students around the world can access this training online, on-demand.
 - Each badge takes about 20-24 hours
 - There is no live help or administrative setup work
- Badges are hosted and run by Kansas State University's Center for Academic Innovation, and the Dept of Management in the College of Business.
 - Joel Schipper is the "faculty" representative.

KSU's INTRODUCTION TO ERP SYSTEMS

Overview of MANGT867 "Introduction to ERP Systems"

- The 3-credit KSU graduate semester-long "Introduction to ERP" first gives students the theory and history of ERP systems, and then engages them in a dedicated real

ERP training environment (Oracle's JD Edwards EnterpriseOne) to follow the operations of a fictional distribution company.

- As transactions move through procurement, inventory record keeping and accuracy, sales, and financial and operational reporting, students see how departments connect and how ERP supports day-to-day business operations.
- The course finishes with a view into Digital Transformation and how new technologies such as A.I. interact with ERP systems, including EnterpriseOne.

This course was developed and copyrighted by Joel Schipper in 2019-2020 in cooperation with Kansas State University, and has been taught remotely at K-State since 2021 by Joel from recorded, online materials that he periodically refreshes and updates. The course is an asynchronous offering that Joel facilitates with an optional weekly "office hours" Zoom session.

4 sections comprised of 14 lessons

The 3-credit course is graduate-level, and is offered most years in both the Fall and Spring semesters by the School of Management in the College of Business at K-State.

The content of the course covers these four sections over fourteen lessons:

1. What is an ERP system, and what is a particular system — Oracle's JD Edwards EnterpriseOne ERP system — *maps to badge #1*
2. How does the system handle purchasing inventory, tracking inventory, selling inventory, and reconciling inventory records to actual on-hand quantities? — *maps to badge #2*
3. How are these transactions reflected in the accounting (financial) part of the ERP system, including internal controls and financial reporting — *maps to badge #3*
4. How Transformation Digital goes beyond the basic ERP system, and how do ERP systems utilize new technologies such as A.I. — *this is beyond the scope of the badges*

Course Curriculum

- The curriculum combines instructor-led learning with hands-on experience.

- Each lesson includes recorded presentations, instructor notes, guided (LMS) exercises, quizzes, and guided, practical work inside a dedicated on-line training environment for Oracle's JD Edwards EnterpriseOne ERP system.
- There is a substantial amount of optional additional readings and videos.
- Graduate students also do a research paper about a self-selected topic regarding some aspect of ERP systems, such as an implementation story, the use of ERP in a specific industry or country, or some other aspect such as internal controls.

WHO CAN BENEFIT FROM THE BADGES?

New hires and job seekers

- New hires to any accounting or advisory firm who do not have equivalent ERP work experience.
 - This might be done before starting work, or offered by a firm as part of the onboarding process.
- New hires to any company where their first job will involve interactions with an ERP system.
 - Depending upon that interaction, they could do as little as the first lesson of Badge #1, giving them an overall orientation to ERP systems before learning the specifics of the ERP system utilized in their employment.
- Campus recruiters could guide potential student hires and interns to take these badges to help build a stronger pipeline of graduates who already understand ERP fundamentals, integrated business processes, and the role ERP plays in supporting day-to-day operations.
- Job seekers and career switchers lacking ERP experience can utilize the first, second, or all three badges to raise their confidence in job interviews.

In support of professional services

Advisory firms can utilize these badges as one component of engagements to help clients:

- Offer an ERP backgrounder to an expanding workforce or a significant number of new hires.

- Increase the potential of their workforce with a more thorough understanding of why the client deploys an ERP system.
- Manage job (re)training programs.