



Enterprise Learning Management in Regulated Industries: **A PeopleFluent Learning Demo**

Who is PeopleFluent?

We provide **comprehensive, sophisticated, and highly-configurable products and services** to the **mid-to-large enterprise market** for customers that require more sophisticated or complex capabilities beyond their current ERP/HRMS/HRIS applications.

Our products enable organizations to create a highly-engaged, high-performing workforce and accomplish their strategic objectives through **highly customizable and feature-rich functionality**.



Compensation

Optimize total rewards with modeling, planning, process hierarchies, communication, budgets and compounding proration rules.

Learning

Modern learning experience platform with content authoring, compliance, insights, and analytics built for highly-regulated industries and compliance.



Talent Management

Automate performance with robust goal setting and evaluations; manage competencies and career development; calibrate & assess talent, refine talent pools and slates; model gap and scenario planning.

OrgPub

View and print enterprise charts, drive decisions with organizational data. Gain strategic insights, drill down for detail, and react quickly.

Why PeopleFluent Learning?

One size doesn't fit all in L&D. When your **bottom line** depends on keeping staff both **actively working** and up-to-date on **industry compliance**, the right training technology can be the difference between keeping your business running or running into regulatory hot water. It's also critical to maintain a **skilled labor pipeline** into the future.

PeopleFluent Learning's unique customization and configurability allows our customers to execute their L&D strategy in a way unlike any other LMS.



Did you know?

23%

23% of organizations have no formal compliance training plan, yet the average annual cost from companies that experience non-compliance issues is about \$14.82 million.

Source: [Lorman](#)

89%

89% of executives say skills are becoming important for the way organizations are defining work, deploying talent, managing careers, and valuing employees.

Source: [Deloitte](#)

21%

Companies with highly engaged employees are 21% more profitable. Not only that, but companies with highly engaged employees were also 17% more productive.

Source: [Forbes](#)



Enterprise Learning Management Designed for Complexity & Compliance

Develop and execute your entire learning program with a configurable LMS that can empower development while also ensuring compliance—all within the flow of work.

- Create, manage, and deliver courses, exams, and eLearning material.
- Utilize the built-in exam engine to evaluate training on multiple multiple levels and configure the exams to set who has access, how they're graded, and who can review the exam.
- Analyze your workforce and evaluate your training on a global scale.
- Let learners see gaps in their skills and competencies and then highlight related training that will help them close skills gaps.
- Create a data repository for key information on a learner's journey and performance.

The screenshot displays a user interface for a Learning Management System (LMS). At the top, a navigation bar shows 'Catalog > Data Analysis'. Below this, a section titled 'Data Analysis' contains 'Catalog Sections' for Business, Sales Cycles, Product Management, Risk, and Risk Awareness. Each section is represented by a thumbnail image and a title. Below the catalog sections, a 'Courses' section is shown with a grid of course cards. Each card includes a thumbnail, the course title (e.g., 'Becoming a Data Analyst'), and a brief description. The cards are arranged in a 4x3 grid, with the last cell in the bottom row being empty.

Section	Course Title	Description
Catalog Sections	Business	This is a multiple line title that spans three lines...
	Sales Cycles	This is a multiple line title that spans three lines...
Courses	Becoming a Data Analyst	This is a multiple line title that spans three lines...
	Data Analyst	This spans two lines.



How We Can Help

L&D essentials

Offer your learners and your L&D Team an end-to-end solution: enrollment to exam. Manage in-person training and virtual learning programs within the same system, assess knowledge, and monitor completion rates.

Become more productive and efficient

Identify skills gaps and serve training that fills those gaps with the right fit, at the right time. Learners can test out of what they know, find equivalencies for what they've already taken, and take advantage of grace periods if life gets in the way.

Empower your organization

We believe technology should help learners want to consume training/learning not hinder it.



Observational Skills Assessment for 16,000 employee Health Care System

Challenge. Extensive paper-based skills checklists; Supervisors lacked an understanding on competency gaps based on job roles.

Solution. Created online skills based assessments using Exam engine to speed up the time sensitive process. Combined these compliance requirements with Job Profiles and Learning Paths.

Skills Assessments

Skills Assessments

Participant Name/ID: Search for a user Assessment Status: All Learning Status: Active

Showing: 1 - 10 of 24,289

Participant	Module Name
ABSHER Breven	Critical Care- Foundations- Competency Based Orientation- Sign-Off Multi-Language
ABSHER Breven	Critical Care- Intensive Care- Tier 2- Competency Based Orientation- Sign-Off Multi-Language
ABSHER Breven	General Nursing Care- RN- Competency Based Orientation- Sign-Off Multi-Language
ABSHER Breven	Glucose - StatStrip Meter- 2024 (Skills Sign-Off) English - (en)

STROKE- SKILL ASSESSMENT

Participant: Aaron, Shawn

SECTION 1: KNOWLEDGE STROKE SIGNS/SYMPOTMS

All questions are mandatory

QUESTION (1)

Knowledge Stroke Signs/Symptoms

All questions are mandatory.

Understands that Stroke is a medical emergency and that anyone who suspects a stroke should report it.

Defines Stroke Attack (See Stroke Knowledge in Resources).

Describes the components of BE FAST; what each letter stands for and a symptom of stroke associated with that letter. (See Stroke Knowledge in Resources).

Identifies response to a positive BE FAST; Number to call both inside and outside hospital.

Meets all criteria



Highly Regulated Certifications

for North America's largest tank car fleet owner

Challenge. In-efficient, manual program to track industry-required recurring certifications.

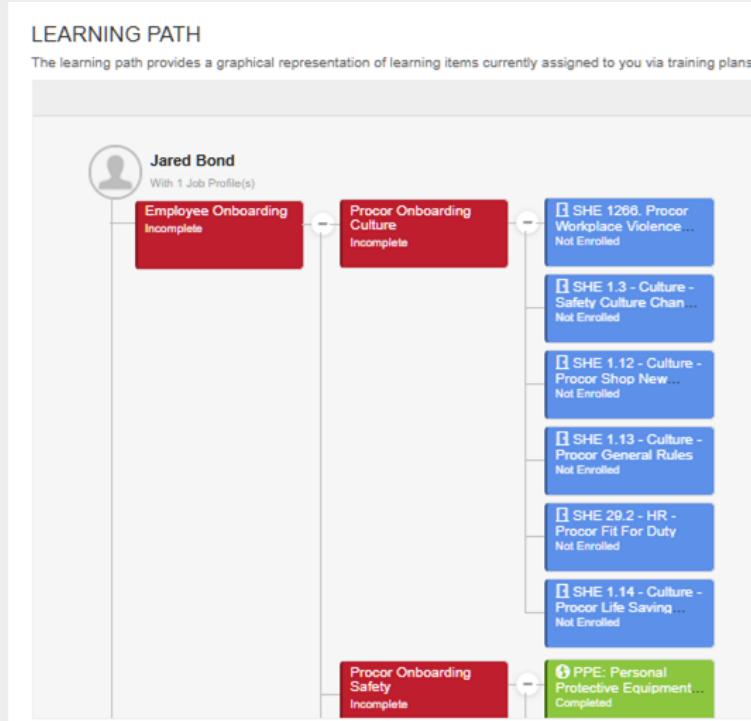
Solution. For annual compliance based training we automated the renewal process by establishing Certification periods that automatically re-assigned training and sent updated notifications

CERTIFICATIONS AWARDED TO JARED BOND						
Status	Current Certificates					
Certification	Issued By	Issue Date	Expiration Date	Comments	Is Self Awarded	External Reference
6 Month Continuity Certification	John Killion, Clarence Ball, Andrea Arbuthnot	Feb 7, 2024	Aug 7, 2024	WELDER 6 MONTH MAINTENANCE	N	N/A
6N	John Killion, Andrea Arbuthnot, Clarence Ball	Jan 5, 2023	(none)	WELD ENGINEER APPROVAL_6N	N	N/A
WQ1 Training Template	John Killion, Andrea Arbuthnot, Clarence Ball	Mar 10, 2022	Mar 10, 2025	WQ1 - Test	N	N/A
WQ1 Training Template	John Killion, Andrea Arbuthnot, Clarence Ball	Mar 10, 2022	Mar 10, 2025	WELDER PERFORMANCE PRE-REQUISITES	N	N/A



Role Advancement Learning Paths

for one of North America's largest tank car fleet owner



Challenge. High-turnover industry causing business impact to understating of competent staff & development for retention.

Solution. Automation created business impact harmonization. For job specific roles where onboarding training was regulated, Learning Paths were created to speed up the process.



Validating Workforce Readiness

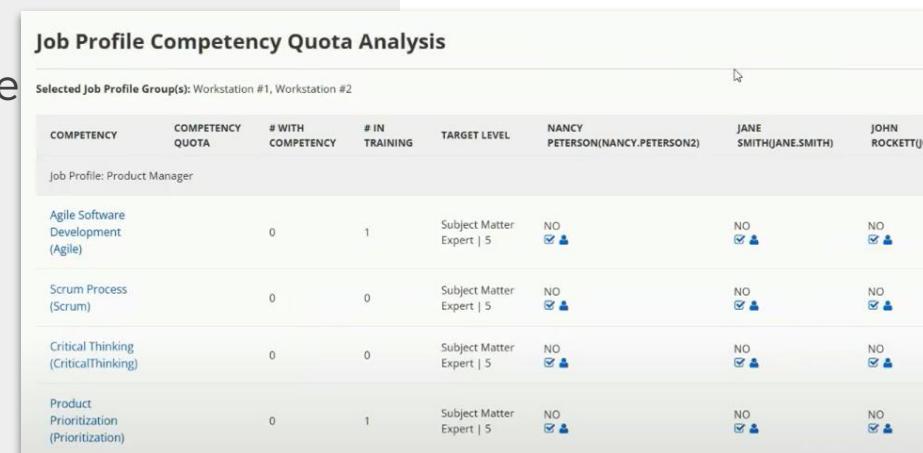
for large aviation manufacturers

Challenge. Need to provide regulatory evidence of a training workforce; having enough qualified staff to operate a manufacturing floor.



The screenshot shows a user profile for 'Jane Smith' (HR, ID: jane.smith) with a 'Summary' tab selected. The interface includes sections for 'Competency Status' (Welding 1 and Welding 2 Competency at 100%), 'Certifications Awarded' (Fire Safety Cert), and 'Development Plan' (a table with columns for Learning Module/Program, Priority, and Completion). A message at the bottom states 'No assignments have yet been made.'

Solution. Job profile competency quota analysis allowed visualization into compete staff & scheduling.



The screenshot shows a table titled 'Job Profile Competency Quota Analysis' for 'Product Manager' roles. The table includes columns for Competency, Competency Quota, # with Competency, # in Training, Target Level, and names (Nancy Peterson, Jane Smith, John Rockett). The data shows the following:

COMPETENCY	COMPETENCY QUOTA	# WITH COMPETENCY	# IN TRAINING	TARGET LEVEL	NANCY PETERSON(NANCY.PETERSON2)	JANE SMITH(JANE.SMITH)	JOHN ROCKETT(JO
Agile Software Development (Agile)	0	1	1	Subject Matter Expert 5	NO <input checked="" type="checkbox"/>	NO <input checked="" type="checkbox"/>	NO <input checked="" type="checkbox"/>
Scrum Process (Scrum)	0	0	0	Subject Matter Expert 5	NO <input checked="" type="checkbox"/>	NO <input checked="" type="checkbox"/>	NO <input checked="" type="checkbox"/>
Critical Thinking (CriticalThinking)	0	0	0	Subject Matter Expert 5	NO <input checked="" type="checkbox"/>	NO <input checked="" type="checkbox"/>	NO <input checked="" type="checkbox"/>
Product Prioritization (Prioritization)	0	1	1	Subject Matter Expert 5	NO <input checked="" type="checkbox"/>	NO <input checked="" type="checkbox"/>	NO <input checked="" type="checkbox"/>



Deep Configuration Granularities

- Course-based email triggers & user language translations
- Resource (instructor/classroom) availability & booking (including Exchange 365 integration)
- Exam engine: question banks/question reusability, question approval workflow, security (access code, IP address), “re-sit” generation
- 21 CFR Part 11 e-signature on changes in system & audit reports
- Configurable levels of auditing without 21 CFR Part 11 license
- Complex system configuration/Role-access/Permissioning



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Both SaaS and On-Premise deployment options

The background of the slide features a complex network of interconnected nodes, represented by small blue and purple dots connected by thin lines, creating a mesh-like pattern against a dark purple background.

Let's walk you through live



What we're currently working on

- LTI 1.3 Integration as a platform
- Enhancements to Microsoft Teams Integration
- Integration with Drillster
- A new AI powered skills enablement solution
- Improved User Interface

Helen's Team

Activity Leaderboard: This Month ▾

Team member	Enrollments	Completions	Overdue	Practice	Coach	Skills Added	Challenges	XP
 Natasha Romonov Product Manager	3	2	1	1	1	2	1	95
 Peter Parker UX Designer	3	1	1	1	1	2	1	85
 Wanda Maximoff Senior UX Designer	3	4	1	1	1	2	1	80
 Susan Denvers Scrum Master	3	2	1	1	1	2	1	75
 Tony Stark Senior UX Designer	3	3	1	1	-	-	-	--
 Bruce Banner Senior UX Designer	3	3	1	1	-	-	-	--

15 11 4 5

▲ 5 more than last month ▲ 5 more than last month ▲ 2 more than last month ▲ 5 less than last month

User Interface Design (UI)

Latest Team Activity

See All >

Peter Parker completed 2 courses associated with User Interface Design (UI) this month - Design Fundamentals and Interface Patterns.

Wanda Maximoff completed 2 practice sessions, answering 40 questions in total with an average score of 78%.

Tony Stark set the User Interface Design (UI) skill to Focus.

Engagement Levels

Jun-23 Jul-23 Aug-23 Sep-23 Oct-23 Nov-23

Practice Completions Enrollments

Experience Points

Jun-23 Jul-23 Aug-23 Sep-23 Oct-23

Team Range Org Average (15)

Team Members

Peter Parker 450 XP	Beginner	Expert
Wanda Maximoff 230 XP	Beginner	Expert
Org Average (15)	Beginner	Expert

Skill Insights

Outside of this team, there are 15 other employees in the organization that also have this skill (between Novice and Proficient).



PeopleFluent's Impact on your Organizational Success

- **Built For Regulated Industries:** empowers you to adhere to your strict, and often nuanced, regulatory requirements and ensure paths to mitigating risk.
- **Prepare Your Workforce For The Future:** tie your learning strategies to ensure coverage of current organizational skill + competency gaps and enable your workforce for the future

“ *PeopleFluent Learning is helpful and proactive, ensuring that upgrades are made available to help us embed learning within our teams more flexibly.* **”**
- Head of Learning & Development at MorsesClub



Let's Keep in Touch.



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