



PeopleFluent Learning

# License Feature Matrix

Features available per license option

## About the License Feature Matrix

The License Feature Matrix shows which features are available per license option.

### Audience

This document is intended for PeopleFluent customers and partner companies, to help them determine which license they require for PeopleFluent Learning.

### Notice to Users

This document is subject to revision based on external hardware and software changes; it may be updated periodically to reflect those changes.

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### Document Information

This section lists any changes or updates that occur following initial publication.

*Table: Document Revision*

Revision Information	
Revision Date:	March 06, 2023
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## License Feature Matrix

 The Performance license is no longer available for new contracts from 15.2 onward.

*License Feature Matrix*

Feature	License				
	Course Handling	Exams	eLearning	eLearning+	Learning
IMS QTI – (Question and Test Interoperability) import facility	✓	✓	✓	✓	✓
Support for latest IMS Content Packaging standards and IEEE Learning Object Metadata allows an even greater range of courseware (and associated catalog info) to be imported			✓	✓	✓
SCORM/AICC "interactions" can be captured and reported on, allowing reports on individual question responses within a course			✓	✓	✓
SCORM 1.2 Certified and AICC compliant			✓	✓	✓
SCORM 2004 certified			✓	✓	✓
Bulk loader for SCORM and AICC courseware			✓	✓	✓
Create SCORM courses from existing content (Courseware Manager)			✓	✓	✓
Rustici Engine for SCORM tracking			✓	✓	✓
A native Learning Records Store (LRS) which can accept and store xAPI records			✓	✓	✓
Information held in the LRS can be retrieved using xAPI			✓	✓	✓

Feature	License				
Data loaders available for bulk upload of users accounts, user groups, courses exam questions, competencies		✓	✓	✓	✓
Support for SkillSoft's Open Learning Services Architecture allows automatic synchronization with SkillSoft's online course catalogs, mirroring of catalog hierarchy and enables integration with their Federated Search functionality		✓	✓	✓	✓
Support for AICC PENS standard enables one-click publishing of courseware from compliant authoring tools and LCMS		✓	✓	✓	✓
Course CSV Loader		✓	✓	✓	✓
All learning types supported (online, class, programs, virtual class, on-the-job, coaching)		online only	online and programs	✓	✓
Support of embedded content as course or reference material	✓	✓	✓	✓	✓
Knowledge Centers per course or per learning program			✓	✓	✓
Assessment workflow for combining exams and evaluations			✓	✓	✓
Composite Programs support (Programs within Programs)			✓	✓	✓
Organisation unit specific enrollment policies				✓	✓
Course equivalencies		✓	✓	✓	✓

Feature	License				
	Exams	eLearning	eLearning+	Learning	Performance
Performance Management					
Full user profiles	✓	✓	✓	✓	✓
Easy to create and manage user groups	✓	✓	✓	✓	✓
Training Plan		✓	✓	✓	✓
Career Development Center			✓	✓	✓
Hierarchical competency management (SFIA framework)				✓	✓
Full job profiles				✓	✓
Auto-assign console for job profiles				✓	✓
Job profile data loader				✓	✓
Training gap analysis				✓	✓
Ad hoc competency assessments (self and manager)				✓	✓
Formal competency assessments (180- and 360-)					✓
Job profile groups				✓	✓
Learning-linked development goal management				✓	✓
Hierarchical organization and performance goal management					✓
Support for personal, propagated and shared goals				✓	✓
Configurable performance appraisal forms					✓
9-box grid (Performance x Potential) for succession management					✓

Feature	License				
	Learners	Exams	eLearning	eLearning+	Learning
User can select the interface language and look and feel	✓	✓	✓	✓	✓
User-selected time zones	✓	✓	✓	✓	✓
Self registration	✓	✓	✓	✓	✓
Targeted news articles delivered to personal home pages, login pages	✓	✓	✓	✓	✓
Integrated mailbox or external e-mail	✓	✓	✓	✓	✓
Catalog browsing and online enrollment	✓	✓	✓	✓	✓
Anonymous Catalog browsing	✓	✓	✓	✓	✓
Universal Search (Federated) and Faceted Search	✓	✓	✓	✓	✓
Online transcript review	✓	✓	✓	✓	✓
End users and instructors can print certificates for certifications achieved	✓	✓	✓	✓	✓
Tests and advanced test navigation options	✓	✓	✓	✓	✓
Online personal training plan review		✓	✓	✓	✓
Personal and course calendars		✓	✓	✓	✓
Upload and share files by learners			✓	✓	✓
iCalendar support allows session details to be added to calendar apps (e.g. Outlook) with one click				✓	✓
Discussion forums (including module and session specific forums)			✓	✓	✓
Graphical learning path layout				✓	✓

Feature	License				
User-selectable sessions for classroom sessions				✓	✓

Feature	License				
	Exams	eLearning	eLearning+	Learning	Performance
<b>Managers and Trainers/ Instructors</b>					
Publish bulletins to individuals and groups via home page	✓	✓	✓	✓	✓
Run standard reports as well as custom reports (Report Wizard)	✓	✓	✓	✓	✓
Certificate ID tracking	✓	✓	✓	✓	✓
Create and print (PDF) exams	✓	✓	✓	✓	✓
Create and print surveys and evaluations		✓	✓	✓	✓
Review and update learners transcripts and training plans online		✓	✓	✓	✓
Back dating of transcript records	✓	✓	✓	✓	✓
Direct Appraiser dashboard with access to transcript and career development		✓	✓	✓	✓
Assignment of partial course credits		✓	✓	✓	✓
Auditing of changes in personal study data		✓	✓	✓	✓
Scheduled and recurring report generation, automatically sent by email		✓	✓	✓	✓
Import competency libraries via the Competency Data Loader			✓	✓	✓
Dashboard reporting			✓	✓	✓
Resource Planner for scheduling facilities, resources and instructors				✓	✓
Program Progress Tracker			✓	✓	✓
Compliance Analysis			✓	✓	✓



Feature	License				
On The Job Training Type with Supervisor Assessment				✓	✓
Competency Drill Down (part of CFR 21 Option)				Option	Option

Feature	License				
	Exams	eLearning	eLearning+	Learning	Performance
Administrators					
Create and define customized user roles	✓	✓	✓	✓	✓
Assigning multiple roles to users	✓	✓	✓	✓	✓
Support multiple job assignments for a single user	✓	✓	✓	✓	✓
E-mail Template Editor for creating and managing system generated messages	✓	✓	✓	✓	✓
Add an unlimited number of organization and user attributes	✓	✓	✓	✓	✓
User, User Group, Organization, Role Access Control data Loaders	✓	✓	✓	✓	✓
Self registration and bulk enrollment options	✓	✓	✓	✓	✓
Easily upload and auto-assign/automatic enrollment of courses to individuals/groups	✓	✓	✓	✓	✓
Cost accounting with real currencies or with tokens		✓	✓	✓	✓
Version control for learning objects		✓	✓	✓	✓
External Training History CSV Loader		✓	✓	✓	✓
Course checklist	✓	✓	✓	✓	✓
Courses can be automatically marked <i>completed</i> when an online assessment is passed		✓	✓	✓	✓
Enrollment Wizard for various bulk enrollment actions				✓	✓
Enrollment Policy Editor to customize multi-step enrollment procedures				✓	✓

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Feature	License				
Session reschedule				✓	✓

Feature	License				
	System	Exams	eLearning	eLearning+	Learning
Comprehensive, configurable auditing (CFR 21 Optional)	✓	✓	✓	✓	✓
Supports multilingual environments (including right-to-left languages)	✓	✓	✓	✓	✓
Supports multi-language capabilities for Modules, Exams/ Questions, Certifications, Catalogs and News	✓	✓	✓	✓	✓
Supports multi-language capabilities for Programs, Job Profiles and Competencies			✓	✓	✓
Data archiving functions	✓	✓	✓	✓	✓
SAML single sign-on	✓	✓	✓	✓	✓
Integrated Windows authentication (Single Sign-On)	✓	✓	✓	✓	✓
Integrated Active Directory and LDAP authentication	✓	✓	✓	✓	✓
Built-in connector to PeopleSoft, SAP and Oracle Business Suite systems (IMS Enterprise Importer)	✓	✓	✓	✓	✓
Configurable menus	✓	✓	✓	✓	✓
Configurable home page with various standard widgets alongside flexible HTML widgets	✓	✓	✓	✓	✓
Hierarchical, graphical picture-based Catalog View	✓	✓	✓	✓	✓
Support for multiple, distributed content servers		✓	✓	✓	✓
Token-based payment allows prepayment for course enrollments		✓	✓	✓	✓

Feature	License				
Wiki (Confluence) integration (Social capability)		✓	✓	✓	✓
Quick Poll option on Home page		✓	✓	✓	✓
PeopleFluent 'Talent Slate' App (Mobile capability)		✓	✓	✓	✓
Optimized SmartPhone Web access (Mobile capability)		✓	✓	✓	✓
ePayment Gateways	option	option	option	option	option
Optional mirrored database for reporting increases scalability for large sites				✓	✓
Integration with Webex Virtual Classroom				✓	✓
Integration with Adobe® Connect™ Virtual Classroom				✓	✓
Integration with Horizon Wimba Virtual Classroom				✓	✓
Integration with Citrix GoToTraining Virtual Classroom				✓	✓
Integration with Microsoft Teams Virtual Classroom				✓	✓
Integration with LinkedIn Learning Virtual Classroom		✓	✓	✓	✓
CFR Section 21 Part 11 Support (Compliance capability)				option	option

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