



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:	June 21, 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				
	Exams	eLearning	eLearning+	Learning	Performance
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
Managers and Trainers/ Instructors					
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				✓	✓

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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