



PeopleFluent Learning

Release Notes

An overview of new features in PeopleFluent Learning 23.11

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New to PeopleFluent Learning LMS

PeopleFluent is pleased to announce the PeopleFluent Learning 23.11 update. PeopleFluent Learning 23.11 was released for general availability on 10 November, 2023. If you are a hosted (SaaS) customer, please contact your PeopleFluent Customer Success Manager to request a schedule for upgrading your sites.

This documentation describes the functionality changes in PeopleFluent Learning 23.11, including new and deprecated features. If you have any questions about the enhancements or the new features, please contact your PeopleFluent representative.

Resolved Issues

PeopleFluent Learning 23.11 includes a number of bug-fixes and you are encouraged to review them in the Resolved Issues Report.

Document Information

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

Table: Revision Information

Revision Information	
Revision Date:	November 07, 2023
Revised Document Version Number:	1.0
Details of Revision:	Initial publication

Summary of Enhancements

The features and enhancements described in this documentation apply to PeopleFluent Learning and will be available when the customer is upgraded to this version.

Because PeopleFluent Learning is configurable per customer, new features may affect each customer's individual implementation differently. For more information about any new feature, and how it can be used in specific implementations, contact your PeopleFluent representative.

This guide is not a tutorial, although some background explanation is provided for each of the key features to better appreciate how these might affect your organization.

The following new features are included in PeopleFluent Learning 23.11:

- Exam Enhancements
 - Record Post-Completion Attempts & Higher Scores
 - Post-Exam Information Field
 - Print Button Changes
 - Configuration for Skipping Questions at Exam Level
 - Partial Grading at Exam Level
 - CSV Export Option: UTF-8 BOM
 - Question Version Enhancements
- AI Assistant Recommendation Improvements
 - New Recommendation Focus Labels
 - New Name for the Background Task
 - Course Language
 - Catalog Visibility
 - Active Sessions
 - Transcript Data/Minimum Enrollments Update
 - User Data
 - Widgets
- Job Profile Competency Quota Enhancements
 - Changes to the Job Profile Competency Quota Analysis Screen
 - Changes to Job Profile Competency Quota Report (R140)
- New Course Details Page

- Additional Enhancements
 - Clean-up AICC Communication for Proxy Launch Exams
 - Configure Index Rebuild during Startup
 - System Configuration for Question Pool Permissions
 - System Configuration for Status for New Competencies and Job Profiles

Exam Enhancements

Record Post-Completion Attempts & Higher Scores

When an exam is completed (passed), learners can access the exam and answer questions, but those answers are not recorded. New Exam settings will allow administrators to record additional answers, as well as allow a higher score to be recorded.

- **Record Post-Completion Attempts** - This would enable recording the attempts in the appropriate database tables (testinstance. testquestion#, etc).
- **Record Post-Completion Higher Score** - This would allow the Exam score to be updated if the post-completion attempt has a higher score, but would not update if the attempt itself is not recorded.

To enable these settings:

1. In **Exam Manager**, open the appropriate exam or create a new exam.
2. On the **Details** screen, scroll to the **Availability Properties** section.
3. Enable one or both of the settings.

Availability Properties

Allow download

Allow candidates to print exams

Allow unlimited printing of the exam. Leaving this option unchecked will limit the participant to printing one time.

Allow candidates to resume incomplete attempts

Disallow abandonment of a resumed exam?

Record Post-Completion Attempts

Record Post-Completion Higher Score

Not available before: Nov 3, 2023

Not available after: Nov 3, 2023

Participants cannot retake exam within Day(s) of last attempt.

Post-Exam Information Field

In 23.11, we have added a new area in the Exam Results screen where organizations can display post-exam information. The text in this area can be used to provide feedback or further instructions to the learner.



Important: The text displayed on the Exam Results screen will be displayed for all users, regardless of if they pass or fail the exam.

EXAM RESULTS

This would be the location of the post-exam feedback. It would be the same for all users, passed and failed, but it can include instructions or additional information. Because the field is a WYSIWYF editor, this can include HTML and even links

The table below summarizes the results of this exam.

EXAM SUMMARY

Section	Section Name	Questions	# Correct	Maximum Points	Your Score	Elapsed Time
1	Section 1	2	2	2.0	2.0	00:00:06
Totals		2	2	2.0	2 (100%)	00:00:06

Congratulations! You have passed this exam. Since this is a preview exam, the exam results will now be removed from the system.

[Close Exam Window](#)

To add post-exam summary text:

1. In **Exam Manager**, open the appropriate Exam or create a new Exam.
2. On the **Details** screen, enter text in the **Post Exam Information** field. **Note:** The text will be included in a <p> tag with the CSS class "feedback." This allows the administrators to provide additional styling outside of the WYSIWYG editor (such as padding or adding a border).

Post Exam Information:

This would be the location of the post-exam information. It would be the same for all users, passed and failed, but it can include instructions or additional information. Because the field is a WYSIWYG editor, this can include HTML and even links.

Print Button Changes

When exams are configured to allow printing, a **Print Review** button displays on the landing page, when launching a preview of the exam, as shown below:

Attempts Taken

Number of attempts remaining

You must score 50% to pass the exam.

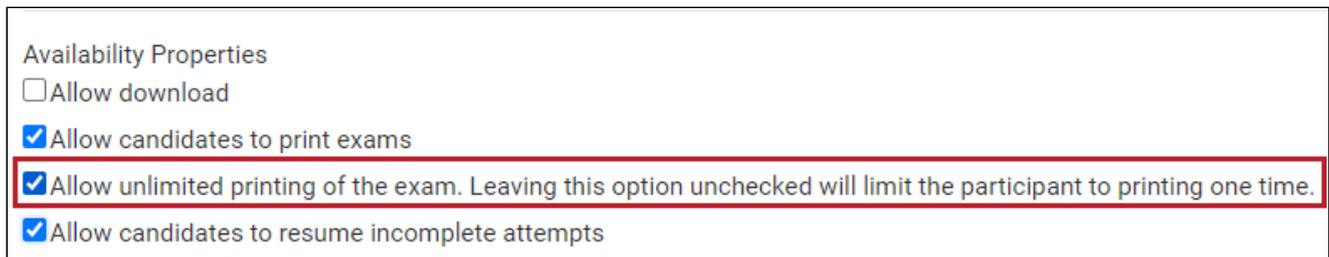
To continue, please press the Start button below.

[Print Preview](#) [Start the exam](#)

Previously, there was an issue when the Exam was also configured to allow candidates to resume incomplete attempts. When both options were selected, launching the Exam and selecting the **Print Preview** button set the Exam attempt as incomplete. Therefore, when a learner would re-launch the Exam, the introductory page was bypassed and the learner would be taken straight to the exam without having opportunity to print again. In 23.11, we have added a new Exam configuration option that will allow learners unlimited opportunities to print the exam.

To enable this setting:

1. In **Exam Manager**, open the appropriate Exam or create a new Exam.
2. On the **Details** screen, scroll to the **Availability Properties** section.
3. Enable the **Allow unlimited printing of exam...** setting.



Availability Properties

- Allow download
- Allow candidates to print exams
- Allow unlimited printing of the exam. Leaving this option unchecked will limit the participant to printing one time.
- Allow candidates to resume incomplete attempts

Configuration for Skipping Questions at the Exam Level

Previously, the ability for learners to skip Exam questions could only be set on the organization level with a System Configuration setting. In 23.11, we are providing the option to use the System Configuration setting or to override the system setting on the Exam level.

To configure this option:

1. In **Exam Manager**, open the appropriate Exam or create a new Exam.
2. On the **Details** screen, scroll to the **Review Properties** section.
3. Locate and configure the **Check for missing answer(s) before continuing to the next page** field.
 - **Use the System Configuration setting** is enabled by default. If this is enable, the exam will respect whatever is set on the organization level.
 - To update the exam to behave differently than the organization-level setting, click **Use this setting for this exam** and then click the appropriate option below.

Reviewer Permissions...

After each page of questions

Just continue to the next page.

Mark answers "correct" or "incorrect", then continue to the next page.

Show the correct responses, then continue to the next page

Show the candidate's responses, then redeliver the questions if any of the responses were incorrect

Check for missing answer(s) before continuing to next page

Use the System Configuration setting

Use this setting for this exam:

All question(s) on page must be answered

Allow user to skip question(s)

Partial Grading at Exam Level

Previously, the ability to grant partial credit on multiple choice questions could only be set on the organization level with a System Configuration setting. In 23.11, we are providing the option to use the System Configuration setting or to override the system setting on the Exam level.

1. In **Exam Manager**, open the appropriate Exam or create a new Exam.
2. On the **Details** screen, scroll to the **Grading Properties** section.
3. Locate and configure the **Check for missing answer(s) before continuing to the next page** field.
 - **Use the System Configuration setting** is enabled by default. If this is enabled, the exam will respect whatever is set on the organization level.
 - To update the exam to behave differently than the organization-level setting, click **Use this setting for this exam** and then click the appropriate option below.

Required Number of Points/Percentage: 70.0

Maximum Number of Points: 5.0

(Not available for Random Section types involving questions with different weightings)

Grading for Multiple Choice Questions

Use the System Configuration setting

Use this setting for this exam:

All or Nothing

Uniform Partial Credit

CSV Export Option: UTF-8 BOM

In 23.11, we have added a new System Configuration setting that allows CSV report exports to use UTF-8 BOM encoding. This is in response to issues with special UTF-8 characters, such as those from non-English languages. These characters do not display correctly in Microsoft Excel, as shown below.

	D	
Question	<pre>This is a test for special characters.

Â® Ã¼ Å½ Ã¸ Å Å• Î© ÌËÏ Ò Ó Ô Ñ% Ò- Å Å© Å§ Å ± Ã«Ã
</pre>	Hir

The encoding needed to be changed to UTF-8 BOM in another program (Notepad ++, for example) and re-opened in Excel to display correctly. The new setting will allow the exports to be encoded in UTF-8 BOM, eliminating the need for this extra step.

To enable this setting:

1. Go to **System > System Configuration**.
2. In the **Select a Category** drop-down field, select **System**.
3. Locate the **Export CSV using UTF-8 BOM** encoding field and click the checkbox to enable the setting. This setting will apply to all reports, including Report Wizard reports, when CSV is selected as the output format.

Export CSV using UTF-8 BOM encoding

Question Version Enhancements

PeopleFluent Recruiting provides the option to allow or disallow question versions. For reference:

- This functionality is managed by the **Question Approval** setting. You can locate this setting by going to **System Settings > System Configuration** and selecting **Exams** in the **Select a Category** drop-down field.
- The **Only allow status changes that are consistent with approval workflow (Approval Mode)** setting provides the ability for questions to have versions.
- The **Allow arbitrary status changes (Simple Mode)** setting will not create new versions of existing questions.

Version Tracking when Answering All Question Types

Previously, only answers for single-choice, multiple-choice and true/false questions stored versions of the question being answered. In the 23.11 release, the remaining question types will track the version number as well. All newly created questions are stored in the database as Version 1. When **Approval Mode** is enabled for a question, and the question is approved, all subsequent updates will result in a new version being saved. The version number increments by 1 with each update (e.g. 2, 3, 4 ...).

New Column in Complete Exam Question Response Listing Reports

Once there are version columns for all column types, the column will be added to the **R308 Complete Exam Question Response Listing (one per row)** and **R308a Complete Exam Question Response Listing (Multiple Exams)** reports.

Date Finished	Question ID	Question	Question Version	Date Finished	Response
Mar 28, 2023 11:49 AM	Question2	Where is Thor from?	1	Asgard	0
Mar 28, 2023 11:49 AM	Question1	Who is Tony Stark?	1	No response.	0

Allow Question Version Changes via Question CSV Loader

The Question CSV Loader includes a version question that will now increment versions of questions for customers who use the Approval Mode configuration setting.

	AG	AH	AI	AJ	AK
e20	Question Status	Version	Writer	Reviewer	Approver

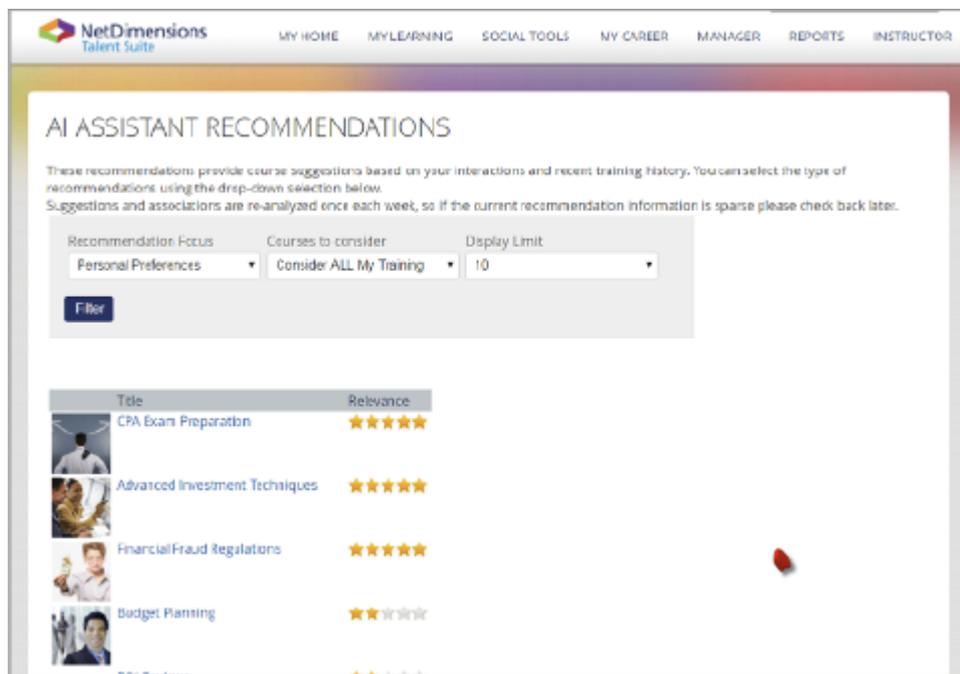
To increment, the following criteria must be met:

- The **Action** column must be “U” for Updating the question.
- The **Version** column must either be blank or a number that is one integer higher than the current version.

AI Assistant Recommendation Improvements

In 23.11, we have made several improvements to the AI Assistant Recommendation functionality.

Current Usage



Recommended Courses List Filters

Users can refine the recommended courses using the provided fields; **Recommendation Focus**, **Courses to Consider** and **Display Limit**.

Additional information about each field:

Recommendation Focus Field

- **Personal Preferences** - the recommendations will be based on courses in the user's training history that were self-enrolled.
- **Job Related Suggestions** - the recommendations will be based on courses in the user's history that were assigned (e.g. group enroll, auto-enroll,...).
- **Surprise Me** - the recommendations will be based on all courses in the user's history, and since each course can have multiple associated courses, the assistant will use a probability function to vary the returned list instead of simply ranking the recommended courses and returning the highest-ranked courses (which is what happens with the first two options above). This means that this list can vary each time a "surprise me" request is made.



The Recommendation Focus labels listed above will be updated in this release. Please see the Feature Enhancements section for additional information.

Courses to Consider Field

- **Consider ALL My Training** - all courses in the user's history will be used in the analysis. This is the default case.
- **Consider Only Recently Completed Training (30 Days)** - only courses completed in the past month will be used for the analysis.
- **<Individual Courses listed>** - the remainder of the drop-down options will list individual courses in the user's history so that they can select an individual course for recommendations.

Display Limit Field

The number of recommendations returned is limited to the number selected in this field. Typically, these are returned in the order of relevance. The exception is the **Surprise Me** focus.

The Course List

Course titles in the list are linked to take the user to the corresponding catalog page. Recommendations are presented with a "star" rating, indicating the most relevant recommendations.

How are Recommendations Made?

Each course in the user's training history will result in retrieval of associated courses from two areas:

- **Courses explicitly configured by a Training Administrator using the Catalog Editor.** These courses are assumed to be high quality and therefore receive a rating of 1.0 when assembling the recommendation list.
- **Courses ranked and associated with the source course by the background AI task that runs once per week.** Each course may have an association rating between 0.0 and 1.0.



It is possible that the user's current training history or selected course does not have sufficient information to warrant a recommendation. In this case a suitable message is presented to the user and no courses are returned.

The "Course Association Relevance Rating Task" Background Task

The background task that provides the "magic" of the recommendations runs once per week. This task implements a "Collaborative Filter" algorithm similar to that used on Amazon and Netflix, but tweaked for training relationships. It has a few details worth noting:

- Since this task runs once per week, ratings will not change in between the runs.
- The first time a site is upgraded with the appropriate build it might be a good idea manually run this task using the "Scheduled Tasks" menu function (so that you do not need to wait one week to use the recommendations).
- The algorithm must do a massive analysis of existing training history (e.g. the transcript table) and to do this efficiently it reads the relevant details into memory and does the calculations in memory versus iterative SQL operations. This greatly improves on the speed (a typical analysis of a large database containing 5 million rows can be done in 5 minutes versus 10 hours). However, such an analysis can temporarily use 500MB-1GB of RAM, which is released once the analysis is finished and the results written to the database.

- Several parameters currently limit the analysis of the training records. Essentially:
 - Only the past 18 months of training data are analyzed. This has been set as the default because there does not seem to be much value in really old record associations and recommendations, and constraining the analysis shortens the analysis time considerably.
 - Each course must have at least 10 enrollments to be considered for meaningful inclusion in the recommendations. Because of this approach, demo sites may have too little information for meaningful recommendations to be made, so it may be necessary to do some bulk enrollment actions to get the numbers high enough to provide data worth showing in a demo.



The task name will be changed in the 23.11 release. Please see the Feature Enhancements section for additional information.

Setting Up a Site

The "AI Assistant Recommendations" menu items needs to be added to an existing skin for it to appear on the site. The navigations.xml would typically have an entry like the following added:

```
<item labelKey="menu.my.learning.path" txCode="LEARNINGPATH"></item>
<item labelKey="menu.ai.recommendations" txCode="RECOMMENDEDCOURSES"></item>
<item labelKey="menu.search" txCode="FramelessCatalogSearch" />
```

Feature Enhancements

New Recommendation Focus Labels

As noted above, there are three options to filter the AI Assistant Recommendations. The labels for these options have been changed to be more reflective of the actual functionality:

- **Personal Preferences** has been changed to **Self-Enrolled Courses**
- **Job Related Suggestions** has been changed to **Assigned Courses**
- **Surprise Me** has been changed to **Random Recommendations**

New Name for Background Task

The background task has been changed from **Course Association Relevance Rating Task** to **AI Assistant Recommendations Task** to make it easier to identify when running the task.

Course Language

Previously, the courses only showed the primary language, and not any language bundles for the logged-in user's language. This has been changed so courses with language bundles in the language selected by the logged-in user will display. Courses without language bundles in the selected language will display the primary language bundle. This is the same functionality as Catalog Browse and Catalog Search.

Catalog Visibility

Previously, all courses appeared, regardless of catalog permissions. This has been changed to only allow courses visible to the learner via Search or Browse to appear for Recommendations. These are courses that are configured to show in a catalog and assigned to catalogs that the user has permission to view.

Active Sessions

Classroom courses without active sessions will currently appear in results. There is an existing system configuration "Show the 'Only show items with active schedule(s)' option" that controls what appears in search results. This will also apply to the AI Assistant Recommendations.

If this is enabled, a new option will display allowing users to select whether or not to "Show only 'Active' sessions," which is the same functionality on the Search page.



Transcript Data/Minimum Enrollments Update

Previously, the background task analysis only reviewed the previous 18 months of transcripts. In addition, only courses with 10 or more enrollments were included. These parameters were fixed and not configurable. In 23.11, they are configurable via System Configuration.

- **Transcript history period (months) to use for AI Assistant Recommendations** - manages the transcript history time frame. The field defaults to 18, with the minimum being 6.
- **Minimum enrollments per module for inclusion in the Course Association Relevance Rating Task** - manages the minimum number of enrollments per module. This field defaults to 10, with the minimum being 5.

To configure these settings:

1. Go to **System > System Settings**.
2. In the **Select a Category field**, select **Records/Transcript**.
3. Locate the fields and configure them as necessary.



User Data

Previously, the system only looked at courses on the transcript, and was not associated with user metadata. A System Configuration has been added to determine which user data elements should allow transcript comparison.

The **AI Recommendation Engine** setting provides the following options:

- **Job Title** - Courses based on skills associated with the user’s job title.
- **Organization Unit** - Courses taken by other users within the same organization unit (based on the highest level visible for the user’s role).
- **User Groups** - Courses taken by other users in the same user groups as the logged-in user.
- **Job Profiles** - Courses based on the histories of users with the same job profile(s).

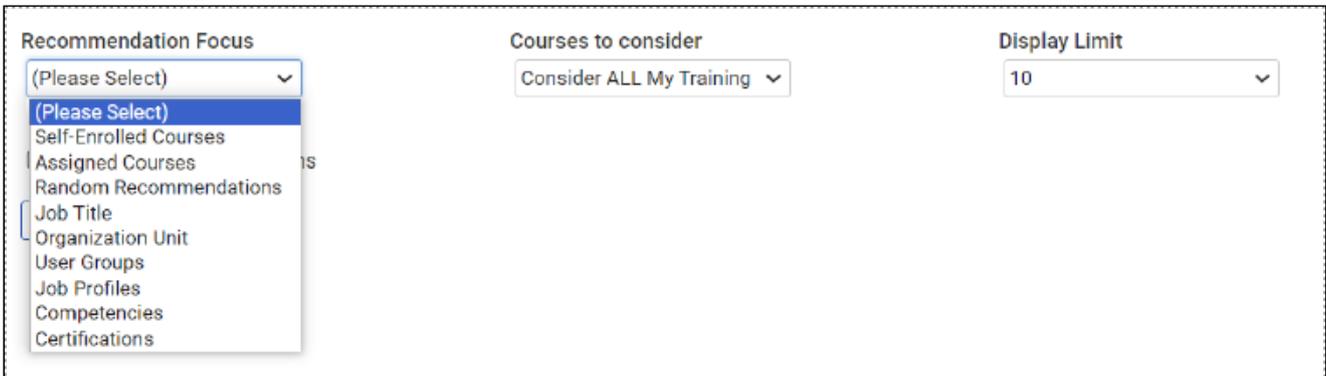
- **Competencies** - Courses based on the histories of users with the same awarded, unexpired competencies.
- **Certifications** - Courses based on the histories of users with the same certifications.

To configure the setting:

1. Go to **System > System Settings**.
2. In the **Select a Category field**, select **Records/Transcript**.
3. Locate the field and configure it as necessary.



The recommendation options have been added as filters in the **Recommendation Focus** field, as shown below.



Widgets

Widgets have been added to the Widget Page to display recommendations.

Miscellaneous

- Available Links
- Catalog Search
- Personal Calendar
- RSS Feed
- Recommendations
- Indicated Interest

The course list displayed from the widget will show the same recommendations as the AI Assistant Recommendations page.

Job Profile Competency Quota Enhancements

Changes to the Job Profile Competency Quota Analysis Screen

Display Job Profile Group(s)

When running the Job Profile Competency Quota Analysis, you have the option to select Job Profile Groups as part of the analysis. As of 23.11, the selected Job Profile Groups are displayed at the top of the report, as shown below:

Job Profile Competency Quota Analysis					
Selected Job Profile Group(s): DW Job Profile Group, Service Technician Group					
COMPETENCY	COMPETENCY QUOTA	# WITH COMPETENCY	# IN TRAINING	TARGET LEVEL	P

Job Profile Subheaders

As of 23.11, the Job Profile Quota Analysis screen will display a row identifying the Job Profile, allowing differentiation if there is more than one Job Profile selected, as shown below.

COMPETENCY	COMPETENCY QUOTA	# WITH COMPETENCY	# IN TRAINING	TARGET LEVEL	P
Job Profile: Basic Skills					
Employee Basics (BASIC)		1	6	1 5	NO <input checked="" type="checkbox"/>
Competency Expired (CompetencyExpired)		0	6	default 1	NO <input checked="" type="checkbox"/>
Job Profile Summary					0%
Job Profile: Customer Relationship Manager					
Customer Relationship Management (CRM)		2	0	Proficiency 5 5	NO <input checked="" type="checkbox"/>

Color-Coded Quotas

To provide a quicker view of whether or not the quota for a given competency has been met, three new CSS classes have been added to allow color-coded results (red, yellow, green).

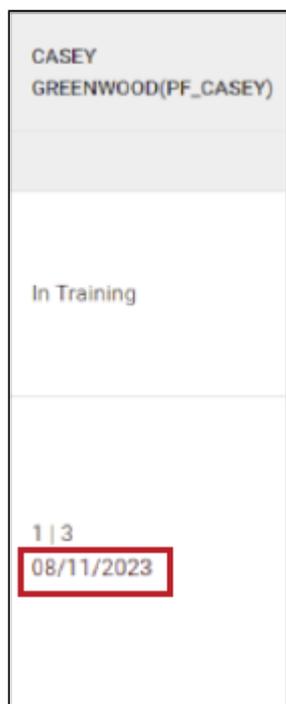
COMPETENCY	COMPETENCY QUOTA	# WITH COMPETENCY
Initiative (Initiative)	3	0
Effective Working (Effective Working)	3	4
Values and Ethics (Values and Ethics)	3	3

The classes can be added to skins to handle colors, so they can actually be any background color desired.

- Add “class=quota-red” when the # With Competency < Competency Quota
- Add “class=quota-yellow” when the # With Competency = Competency Quota
- Add “class=quota-green” when the # With Competency > Competency Quota

User Column - Add Expiration Date

If the Competency has been awarded and has modules configured to be valid for a specific time frame (configured for a specific amount of time or has an expiration date) the end date is displayed below the proficiency, as shown below:



The display has two CSS classes for the date. One for plain text when the date is far in the future, and the second based on the competency “Renewal period” setting, which matches when the Learning Path page shows the competency as “At Risk”. This allows the skin to change the color as needed.

User Column - In Training Status

A new status of **In Training** will display for a user who has not been awarded a Competency, but has a transcript record for training associated with the Competency that is either not started or in process.

ALEIGHA HYNES(PF_ALEIGHA.HYNES)	BRIGITTE PELLETIER(495415)
No	In Training
No	1 3

User Column - Add Links to Enroll User & Award Competency

As of 23.11, administrators have the ability to award a Competency or enroll a user in training from the user column. The links display in the column and, depending on the administrators permissions, the action can be taken directly from the column. Specifically:

- **Award the Competency** link will appear based on the Review Competencies setting for the User Role.
- **Enroll User in Training** link will be based on the Enroll Other Users setting for the User Role. The link will actually POST a form to the Enrollment Wizard functionality.

In the example below the  icon is used to award the Competency and the  icon is used to enroll the user in training. To allow this, the links will include different CSS classes to style using icons. The specific icons here are examples, and the actual icons will be designated in the CSS files within the skin.

ADMIN ADMIN(ADMIN)
NO  

Changes to Job Profile Competency Quota Report (R140)

Change to User Columns

The changes made to the Job Profile Competency Quota Analytics screen will be made to the report, including:

- Expiration Date
- **In Training** status

FOX Adam(adam.fox)	WALKER Dan(dan.walker)	ALEXANDRESCU Dan(dan.alexandrescu)
No	In Training	No
No	4 5 08/10/2024	No
No	In Training	In Training
No	3 5 07/27/225	In Training
No	In Training	In Training

Select Job Profile in Workstation

The Report Selector screen has a new option for Job Profiles. The list of Job Profiles will only be those in the selected Job Profile Group(s).

Settings

Step 1: Select Workstation

Select the Workstation(s) to be included in the analysis.

Workstation

MIR LCS001 Fuselage jumelage complet J 22e

Step 2: Select Job Profile (Optional)

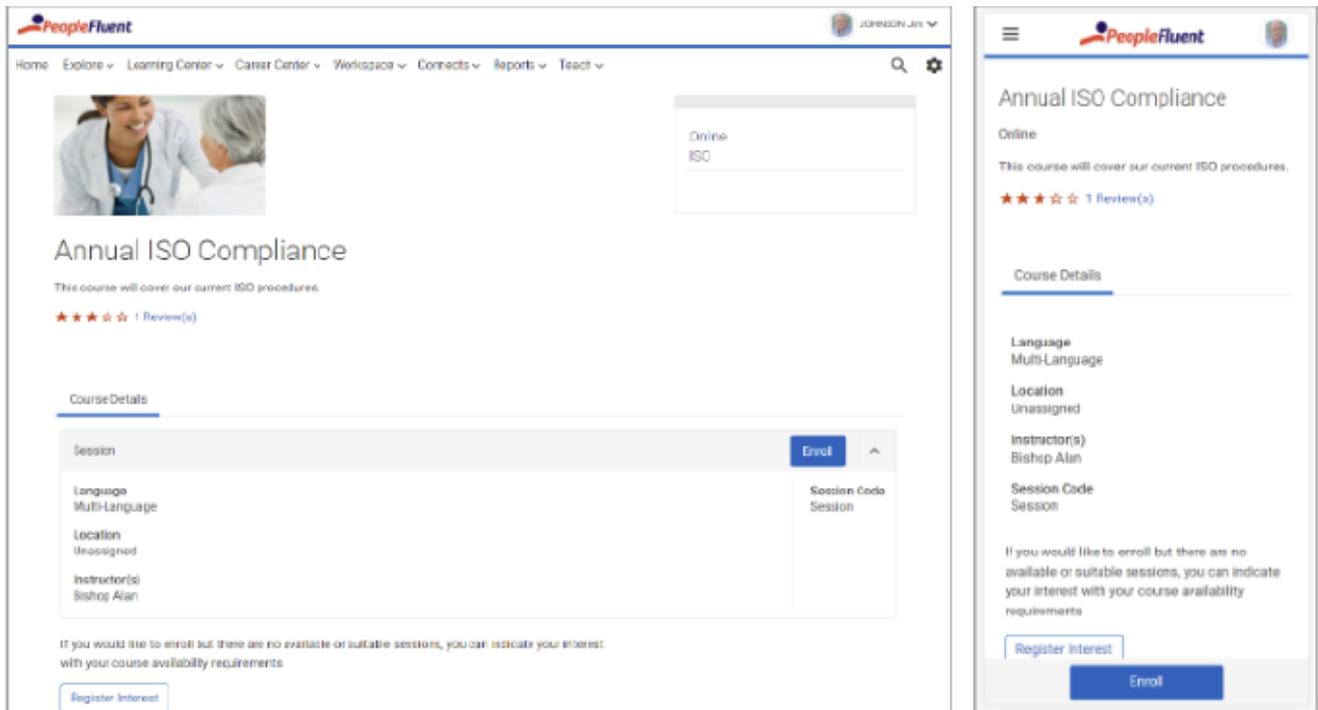
Select the Job Profile(s) to be included in the analysis. If none are selected below, all will be included.

Job Profiles

Airbus Operations and Support Mgmt | MIR LCS001 Fuselage jumelage complet J 22e (TR GEST OPS AIR - MIR LCS001 J) ^
 Aircraft Assembler (131) | MIR LCS001 Fuselage jumelage complet J 22e (TR STRUC AIR - MIR LCS001 J)
 MIR LCS001AB Santé-sécurité | MIR LCS001 Fuselage jumelage complet J 22e (MIR LCS001-SSE - MIR LCS001 J)
 MIR LCS001AB TECHNIQUE | MIR LCS001 Fuselage jumelage complet J 22e (MIR LCS001 Tech - MIR LCS001 J)
 Sealer - Airbus | MIR LCS001 Fuselage jumelage complet J 22e (TR SCELL-AIR - MIR LCS001 J) v

Step 3: Select Organization (Optional)

New Course Details Page



The new Course Details page can be viewed from the Catalog Search and Catalog Browse screens. The new page has a more modern appearance and is more mobile-friendly.

Additional Enhancements

Clean-up AICC Communication for Proxy Launch Exams

When a module is configured to launch an exam, it can also be exported as a Proxy Launch Package that can be imported into another LMS. This allows PeopleFluent Learning to use AICC functionality to send applicable information to the other LMS. However, because launching an exam brings up a start page, there are changes that need to be made to account for this.

The changes are:

- Sending `lesson_status=incomplete` when an exam starts.
- Sending `exit=suspend` when abandoning an attempt in the middle and `exit=` without a value when the attempt completes (pass or fail).
- Sending `lesson_status=failed` and a new `lesson_status=incomplete` when a user decides to start over instead of completing a previously abandoned attempt.

Configure Index Rebuild during Startup

Some customers have issues with the rebuilding process during startup. The change will add a startup configuration in the `ekp.properties` file for which index types (`competency`, `jobprofile`, `reference_resource`, `learning_module`, `user`, `news`, `lo_session`, `transcript`) are rebuilt during startup.

System Configuration for Question Pool Permissions

A new **Question Pool Permission Inheritance** System Configuration option has been added. When this setting is enabled, if a user has unrestricted permission of Parent question pool, that user is able to add, edit, or delete questions in any child pools. When the setting is not enabled, permissions on child pools must be explicitly set to allow access. This also means to allow access on a child pool, administrators must also allow access on all of the parent pools in that child pool's hierarchy.

The System Configuration is applied on pages related to question pools like Questions List page, Question Editor, etc.

To configure the setting:

1. Go to **System > System Configuration**.
2. In the **Select a Category** drop-down field, choose **Exams**.
3. Locate and configure the setting as necessary.

Question Pool Permission Inheritance



System Configuration for Status for New Competencies and Job Profiles

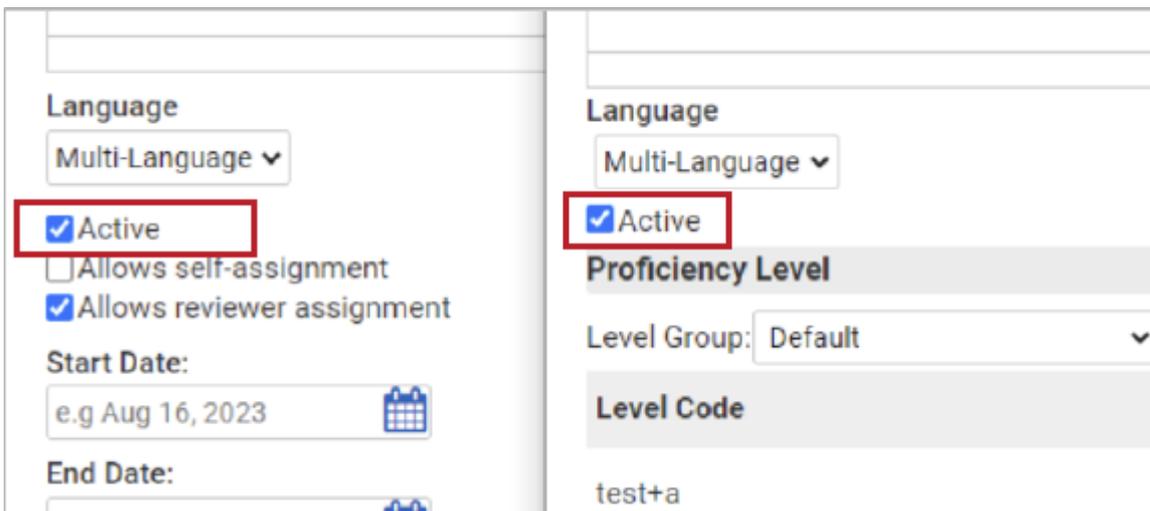
Previously, when creating a new Competency or a new Job Profile, they were not flagged as **Active** by default. In this release, we have added two new system configuration options that allow these items to be automatically set to **Active**.

To configure the settings:

1. Go to **System > System Configuration**.
2. In the **Select a Category** drop-down field, choose **Competency Manager**.
3. Locate and configure the settings as necessary.

Status for new Competency is Active by default.	<input checked="" type="checkbox"/>
Status for new Job Profile is Active by default.	<input checked="" type="checkbox"/>

When these settings are enabled, newly created Competencies and/or Job Profiles will be set to **Active** by default.



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