

PeopleFluent Learning

License Feature Matrix

25.10

Contents

About the License Feature Matrix.....	3
License Feature Matrix	4
Legal Notice	16

About the License Feature Matrix

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

Audience

This document is intended for:

- System administrators
- PeopleFluent Professional Services and reseller staff
- Implementation consultants

It assumes that you are familiar with the supported operating systems, database servers, web browsers and network configuration.

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.

PeopleFluent supports and provides defect fixes for PeopleFluent products under valid Support and Maintenance Agreements on only those operating systems and third-party systems that have been certified and published by PeopleFluent. PeopleFluent will not be responsible for providing any defect fixes for non-certified distributions.

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		✓	✓	✓	✓

Feature	License				
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		✓	✓	✓	✓
Data loaders available for bulk upload of users, user groups and courses.		✓	✓	✓	✓
Data loaders available for bulk upload of exams and exam questions.		✓			✓
Data loaders available for bulk upload of job profiles and competences.		✓			✓
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		✓	✓	✓	✓

Feature	License				
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		✓	✓	✓	✓
Performance Management	Exams	eLearning	eLearning+	Learning	Performance
Full user profiles	✓	✓	✓	✓	✓

Feature	License				
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				✓	✓

Feature	License				
Configurable performance appraisal forms					✓
9-box grid (Performance x Potential) for succession management					✓
Learners	Exams	eLearning	eLearning+	Learning	Performance
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	✓	✓	✓	✓	✓

Feature	License				
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				✓	✓
User-selectable sessions for classroom sessions				✓	✓
Managers and Trainers/Instructors	Exams	eLearning	eLearning+	Learning	Performance
Publish bulletins to individuals and groups via home page	✓	✓	✓	✓	✓

Feature	License				
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			✓	✓	✓

Feature	License				
Dashboard reporting			✓	✓	✓
Resource Planner for scheduling facilities, resources and instructors				✓	✓
Program Progress Tracker			✓	✓	✓
Compliance Analysis			✓	✓	✓
On The Job Training Type with Supervisor Assessment				✓	✓
Competency Drill Down (part of CFR 21 Option)				Option	Option
Administrators	Exams	eLearning	eLearning+	Learning	Performance
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	✓	✓	✓	✓	✓

Feature	License				
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				✓	✓
Session reschedule				✓	✓
System	Exams	eLearning	eLearning+	Learning	Performance

Feature	License				
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	✓	✓	✓	✓	✓

Feature	License				
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		✓	✓	✓	✓
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				✓	✓

Feature	License				
Integration with Adobe® Connect™ Virtual Classroom				✓	✓
Integration with Horizon Wimba Virtual Classroom				✓	✓
Integration with Citrix GoToTraining Virtual Classroom				✓	✓
Integration with Microsoft Teams Virtual Classroom				✓	✓
Catalog Integration with LinkedIn Learning		✓	✓	✓	✓
CFR Section 21 Part 11 Support (Compliance capability)				option	option

Legal Notice

This document has been created for authorized licensees and subscribers ("Customers") of the software products and associated services of Learning Technologies Group, Inc. by its division PeopleFluent and all of its affiliates (individually and collectively, as applicable, "PeopleFluent"). It contains the confidential and proprietary information of PeopleFluent and may be used solely in accordance with the agreement governing the use of the applicable software products and services. This document or any part thereof may not be reproduced, translated or retransmitted in any form without the written permission of PeopleFluent. The information in this document is subject to change without notice.

PEOPLEFLUENT DISCLAIMS ALL LIABILITY FOR THE USE OF THE INFORMATION CONTAINED IN THIS DOCUMENT AND MAKES NO REPRESENTATIONS OR WARRANTIES WITH RESPECT TO ITS ACCURACY OR COMPLETENESS. PEOPLEFLUENT DISCLAIMS ALL IMPLIED WARRANTIES INCLUDING THE IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE. PEOPLEFLUENT DOES NOT GUARANTEE THAT ITS PRODUCTS OR SERVICES OR ANY SAMPLE CONTENT CONTAINED IN ITS PRODUCTS AND SERVICES WILL CAUSE OR ENABLE CUSTOMER TO COMPLY WITH LAWS APPLICABLE TO CUSTOMER. USERS ARE RESPONSIBLE FOR COMPLIANCE WITH ALL LAWS, RULES, REGULATIONS, ORDINANCES AND CODES IN CONNECTION WITH THE USE OF THE APPLICABLE SOFTWARE PRODUCTS, INCLUDING, WITHOUT LIMITATION, LABOR AND EMPLOYMENT LAWS IN RELEVANT JURISDICTIONS. THE PEOPLEFLUENT PRODUCTS AND SAMPLE CONTENT SHOULD NOT BE CONSTRUED AS LEGAL ADVICE.

Without limiting the generality of the foregoing, PeopleFluent may from time to time link to third-party websites in its products and/or services. Such third-party links are for demonstration purposes only, and PeopleFluent makes no representations or warranties as to the functioning of such links or the accuracy or appropriateness of the content located on such third-party sites. You are responsible for reviewing all content, including links to third-party web sites and any content that you elect to use, for accuracy and appropriateness, and compliance with applicable law.

Any trademarks included in this documentation may comprise registered trademarks of PeopleFluent in the United States and in other countries.

Microsoft, Windows, and Internet Explorer are trademarks or registered trademarks of Microsoft Corporation in the United States and/or other countries. Oracle and PeopleSoft are registered trademarks of Oracle International Corporation. Adobe and Acrobat are registered trademarks of Adobe Systems Incorporated. All other names are used for identification purposes only and are trademarks or registered trademarks of their respective owners. Portions of PeopleFluent Workforce Communication software may include technology licensed from Autonomy and are the copyright of Autonomy, Inc. Quartz Scheduler is licensed under the Apache License.

Website: peoplefluent.com

Copyright © 2025, Learning Technologies Group, Inc. All rights reserved.