

Oracle Learning

Your organization operates in a dynamic, competitive market and requires an intelligent learning platform that helps you upskill and reskill employees to compete successfully. By providing digital learning opportunities that engage and develop your workforce, you can reach organizational goals while supporting employee growth and retention.

HOW ORACLE LEARNING HELPS

Oracle Learning (part of Oracle Cloud Human Capital Management) empowers your business to grow and adapt seamlessly in a rapidly changing business climate. The integration of traditional, compliance-based learning with social, informal learning will help your organization to perform to its fullest potential.

As a central part of your growth and learning strategy, Oracle Learning enables your organization to quickly respond to changes in the business environment, increase productivity through collaboration, and enable knowledge sharing across different communities.

A PERSONALIZED LEARNING EXPERIENCE

A simple, elegant and responsive user experience allows employees to fit learning into the flow of work while making it accessible anytime, anywhere through mobile devices and a digital assistant. The learning experience starts with a personalized homepage that engages the user. From here, users can view and launch mandatory learning, continue any developmental courses they are enrolled in, and review recommendations from the system, managers, and even peers. Learners can also browse and search courses and content from various criteria like learning engagement history, current work assignments, and career goals which ensure learners develop the most relevant skills.

COLLABORATIVE SOCIAL LEARNING

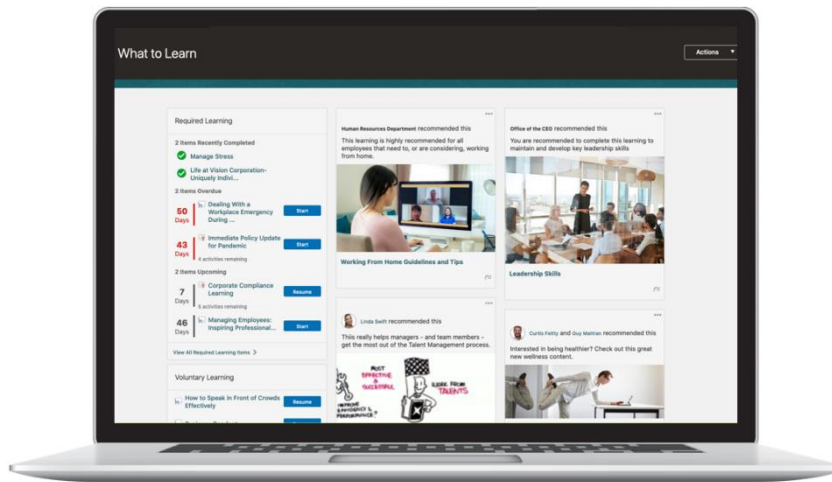
Oracle Learning provides an easy to use, social learning solution where employees can discover and follow key contributors recognized for delivering high value content. By sharing knowledge, Subject Matter Experts (SMEs) in your organization become content curators who deliver the best content for their domain. Learners can connect and share material that covers a single topic in depth or create learning paths to address a more complex need.

Key Features

- **Personalized learning recommendations** to drive employee engagement and upskilling efforts across the organization
- **Learn whenever and wherever you wish** through easy content accessibility anytime, anywhere including offline
- **Social learning tools** enable peer-to-peer created and shareable learning
- **Conversational experience via a digital assistant** gives users the ability to get to their learning quickly through voice or text alone
- **Automated assignments** for recertification and compliance
- **Powerful analytics, dashboards and reporting** to manage compliance, engagement and progress
- **Scalable and secure Oracle Cloud Infrastructure** that supports a unified experience and expansive course catalog

These SMEs are empowered to create and share their own personalized learning paths by curating the best learning resources (internal or external). Users can also easily record or publish their own videos to share with their peers to encourage more bite-sized learning. All this user-generated content is then discovered and consumed along with other formal catalog items. This gives you and your learners more control, increases engagement and creates a digital, personalized learning experience for everyone.

By contributing high-quality content, your employees can also build their reputation and inspire others to share their own expertise. Managers can identify individuals whose personal expertise and influence add value to the organization and recognize them during performance reviews.



Key Benefits

Oracle Learning helps you:

- **Engage and retain employees** with social, peer-to-peer and community-based learning
- **Track and drive compliance across teams** to maintain consistency in service levels
- **Simplify learning administration management** through dynamic rules, reporting, and dashboards
- **Empower managers** to create learning paths for individual and team development initiatives

AUTOMATED COMPLIANCE TRAINING

Learning administrators get a simple yet powerful interface to manage the learning catalog and assignments. With robust reporting tools, managers and administrators can track compliance training and reduce the risk of non-completion. Oracle Learning also enables certification compliance with complex assignment rules around expiration and renewal. In addition, administrators can set up dynamic learning assignments based on organizational business rules.

LEARNING BUILT INTO THE TALENT LIFECYCLE

Oracle Learning natively integrates with Oracle Talent Management. It can provide recommendations that will help employees better qualify for their careers of interest by identifying any gaps in their skills versus the desired job role. Likewise, as part of the ongoing performance and career management, learners can choose courses and content to help them achieve their development goals. Learning outcomes/achievements are recorded in the employee's talent profile so other business processes such as internal recruiting, performance, even succession planning, can leverage the skills and capabilities that the employee has developed through learning.

EMPOWERED MANAGERS AND ADMINISTRATORS

Using Oracle Learning, your managers can quickly respond to time sensitive performance and learning needs specific to their organization. They can assign required viewing items for their teams, set completion deadlines, track progress, and take corrective action using a simple and intuitive dashboard. Managers and learning administrators can create effective reports and dashboards in real time using learning status and engagement data.

CAPABILITIES

Oracle Learning is designed with the modern learner in mind, providing a compelling user experience that engages employees, giving them the tools they need to succeed at their job and grow for the future. It delivers:

<p>Self-directed skills development</p> <ul style="list-style-type: none"> • Provide smart recommendations for courses and content based on career objectives and development goals • Combine content from internal and external resources 	<p>Blended learning</p> <ul style="list-style-type: none"> • Mix eLearning with classroom and/or virtual training • Create and share blended learning paths
<p>Mobile learning</p> <ul style="list-style-type: none"> • Learn anywhere, anytime on your chosen device • Download content for offline access • iOS, Android smartphone and tablet apps 	<p>Social learning</p> <ul style="list-style-type: none"> • Provide discussion forums • Create communities • Enable sharing and rating of content
<p>Course design and delivery</p> <ul style="list-style-type: none"> • Provide assessments and reporting • Create media-rich tutorials • Develop learning paths including video, formal learning, documents or content from external sources • Enable team discussion and ratings on any learning content • Support for SCORM, AICC, PDF • Integration to content providers • Extend catalog access to partners 	<p>Learning management</p> <ul style="list-style-type: none"> • Give managers and admins the ability to prescribe learning to their team and track progress • Automate learning assignments to different groups based on various criteria including job title, location and more • Assign personalized and relevant learning paths to groups or users • Use targeted alerts and notifications to increase engagement • Leverage rich analytics, reports and dashboards to track development and completion
<p>Certification and compliance</p> <ul style="list-style-type: none"> • Easily design your own certifications that are valid for pre-defined periods of time • Support a variety of compliance scenarios that might require re-certification 	<p>Assessments and evaluations</p> <ul style="list-style-type: none"> • Support multiple types of questions • Extensive reporting on test results • Collect and analyze survey responses
<p>Learning eCommerce</p> <ul style="list-style-type: none"> • Sell your courses • Support credit card payments 	<p>Coaching and mentoring</p> <ul style="list-style-type: none"> • Track learning activities for the team through My Team dashboard • Manage team and individual assignments and goals • Identify and reward subject matter experts for sharing their insight and content

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