

COMMUNAUTE HCM



CLUBS UTILISATEURS
DE SOLUTIONS ORACLE

Communauté HCM

12 janvier 2023

➤ ORACLE LEARNING

Maxime Pignot, Director, Product Strategy

ORACLE

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ORACLE

Oracle Learning

HR HUB Talk



Maxime Pignot

Director, Product Strategy



Agenda



Presenting Learning Cloud

- Current state of the art
- Our latest features
- Our Vision

Current hot topics

- Engagement (Learning Experience in HCM)
- Ecosystem (Learning Connect and other 3rd party integration)
- Localization (Training planning, FDA compliance, etc...)
- Contextualization (Learning in the Flow of Work, Skills Integration, etc...)



Oracle Cloud Learning Product Journey

2015-2016

Social Digital Learning

- Peer to Peer Learning (Videos, Learning Journeys, Recommendations)
- Manager Panel
- Social and Mobile

2017-2018

Core Enterprise LMS

- Full catalog management (Courses, Offerings, e-learning Paths, Categories)
- Full assignment management and tracking
- Compliance Training (Required Learning, Expiry and Renewal Patterns)
- Enhanced Social and Mobile Learning (Communities, Offline Learning)
- Learning Initiative campaigns management and Tracking
- Resources Management

2019-2020

Best in Class Enterprise LMS

- Talent Integration (Pre-requisites and Outcomes, recommendations for role gap, learning on dev-goals)
- Enhanced Learning Administration (Waitlisting, Assessments, planning and budget, certifications)
- Expanded ecosystem (Skillsoft, LinkedIn Learning, Webex, Adobe Connect)

2021-2022

Best in Class LMS + LXP

- Digital Assistant
- AI Recommendations
- Dynamic Skills
- Zoom, Teams
- Enforce Sequencing in Learning Paths
- On the Job Training

Latest Features



Training Delivery Improvement

- On the Job Training with Checklists
- Specializations and Offering Sequencing

Administration Improvement

- New mass actions on records
- New advanced rules on renewals and forced expiry
- Waitlist automation



Latest Features



Ecosystem and Connectivity

- New 3rd party content providers – Open Sesame, BizLibrary, Intuition
- New 3rd party Virtual Classroom providers – Zoom, MS Teams

HR Integration

- Integration with Guided Journeys
- Skills Advisor for Learning

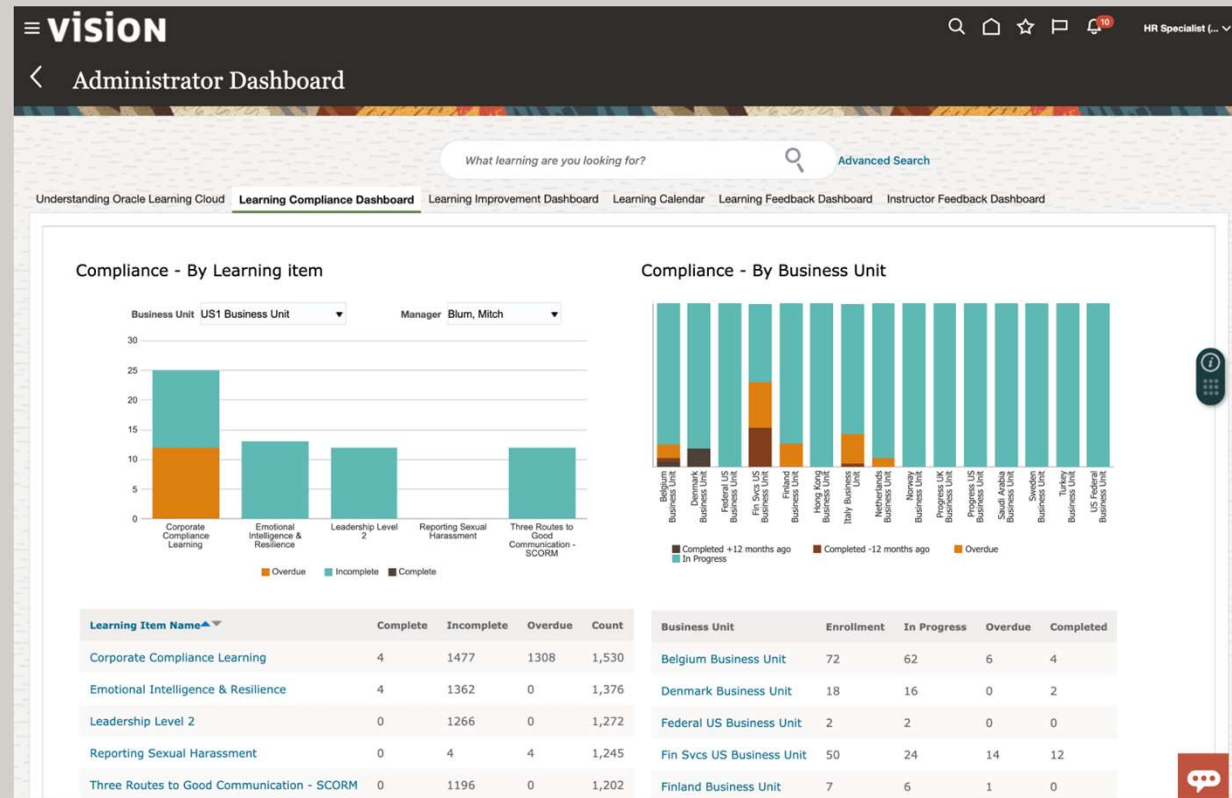
Engagement

- New Redwood user experience
- New Redwood manager experience (Controlled availability)



Track and drive compliance across teams

- Automate learning initiatives
- Compliance and Certifications
- Learning reports and dashboards



Planning and Budget

Learning Plan quick report V2

Row Count
173,938

Learning Item ...
875

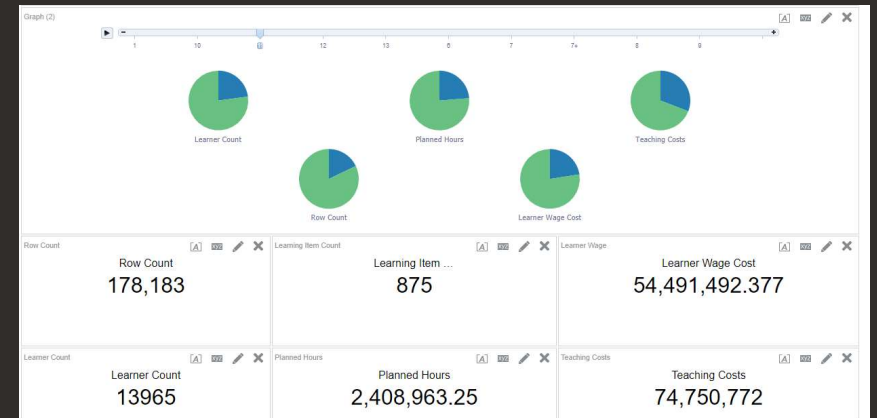
Learner Wage Cost
53,791,252.052

Learner Count
13965

Planned Hours
2,377,156.5

Teaching Costs
74,096,700

Learning Item Name	Planned Learning Item Type	Status	Display Name	Learner Wage Cost	Teaching Costs	Funding Costs	Planned Hours	Training Type
ACCIDENTS DU TRAVAIL	Course	Draft	Imag	1,117.62	3,999	0	42	
		Final	Imag	372.54	1,333	0	14	
ACCOMPAGNER LES HOMMES DANS LE CHANGEMENT	Course	Draft	Alice	5,103	7,500	0	84	
ACQUERIR LES MECANISMES D'INTERFISCAL	Course	Draft	Emil	8,583.12	25,740	0	252	
ACTUALISATION CONNAISSA AMIANTE FRIABLE	Course	Draft	Anto	1,859.84	3,582	0	84	
			Fred	2,054.64	3,582	0	84	
			Luis	1,433.6	2,985	0	70	
			Male	1,590.96	3,582	0	84	
			Imag	1,479.8	2,985	0	70	
			Mich	1,822.8	3,582	0	84	



Budgeted Monetary am...

42374000

Total Planned Cost
3981220

Budgeted Time Amount

231620

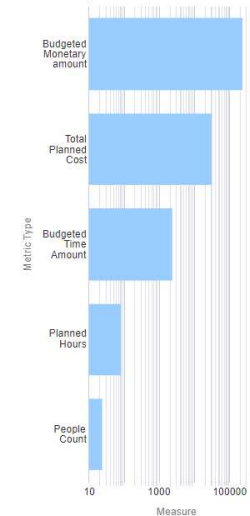
Planned Hours

5290

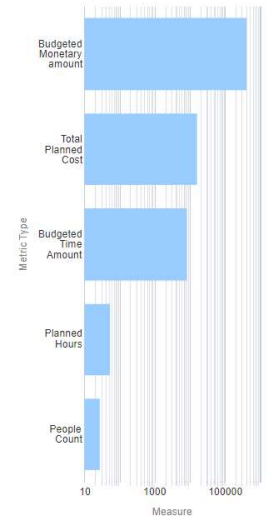
Plan Cycle Name FY19 Leaders Plan 1

Plan Cycle Name FY19 Leaders Plan 2

Metric Comparison - Plan 1



Metric Comparison - Plan 2



Engage your managers

- Single place for all learning tracking
- Efficient Drill Down and switches
- Saved searches

Team Learning
Samantha Adams's Team

Search by learning items

Reports Direct Reports Enrollment Status 7 Enrollment Type Due Date Enrolled Date Completed Date Clear

10 results

Learning Item	Learners	Status
Employee Code of Ethics & Business Conduct Expected effort 2 hours	8	Overdue
Supplier Code of Ethics & Business Conduct Expected effort 2 hours	8	Overdue
Partner Code of Ethics & Business Conduct Expected effort 4 hours	8	
Supplemental Policy on Government Contracting Expected effort 2 hours	8	
Global Anti-Corruption Policy & Business Courtesy Guidelines Expected effort 1 hour	6	
Payment Card Data Security (PCDS) Training Module Expected effort 1 hour	6	
Introduction to Data Structures & Algorithms in Java Expected effort 20 hours	4	
The Step-by-Step Guide to Building your Thought Leadersh...	5	

My Team Reporting

Team Learning
Samantha Adams's Team

Search by learners

Reports Direct Reports Enrollment Status 7 Enrollment Type Due Date Enrolled Date Completed Date Clear

8 results

Learner	Required	Voluntary	Status
Marcus Levin Marketing Specialist	6	1	Overdue
Teresa Baker Marketing Manager	6	2	Overdue
Alan Cooper Senior Marketing Manager	4	1	Due within 30 days
James Chan Marketing Manager	4	0	Due within 30 days
Skylar Dias Senior Marketing Specialist	3	1	
Alexis Stanton Marketing Specialist	5	0	
Alexis Sears Senior Marketing Specialist	6	3	
Monica Wong Senior Marketing Specialist	0	1	

My Team Reporting

Marcus Levin
Marketing Specialist

Search by learning items

Enrollment Status 7 Enrollment Type Due Date Enrolled Date Completed Date Clear

7 results

Learning Item	Due Date	Enrollment Status	Status
Employee Code of Ethics & Business Conduct Expected effort 2 hours	10/15/2021	Requested	Overdue
Supplier Code of Ethics & Business Conduct Expected effort 2 hours	10/18/2021	In Progress	Overdue
Partner Code of Ethics & Business Conduct Expected effort 4 hours	1/31/2022	Not Started	Due within 30 days
Supplemental Policy on Government Contracting Expected effort 2 hours	1/31/2022	In Progress	
Global Anti-Corruption Policy & Business Courtesy Guidelines Expected effort 1 hour	1/31/2022	In Progress	
Payment Card Data Security (PCDS) Training Module Expected effort 1 hour	1/31/2022	No Active Offering	
Introduction to Data Structures & Algorithms in Java Expected effort 20 hours	1/31/2022	Pending Pre-requisites	



Checklists and On the Job Training

- Track on the job tasks based on pre-defined list
- Get approval for completion from single user, hierarchy, or defined profile

Observation Checklist

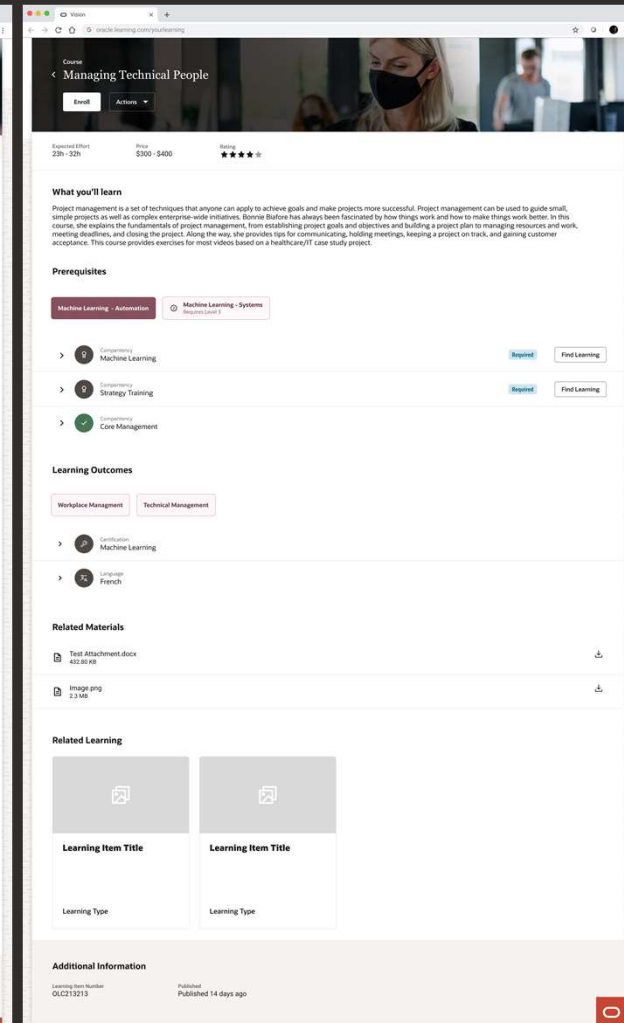
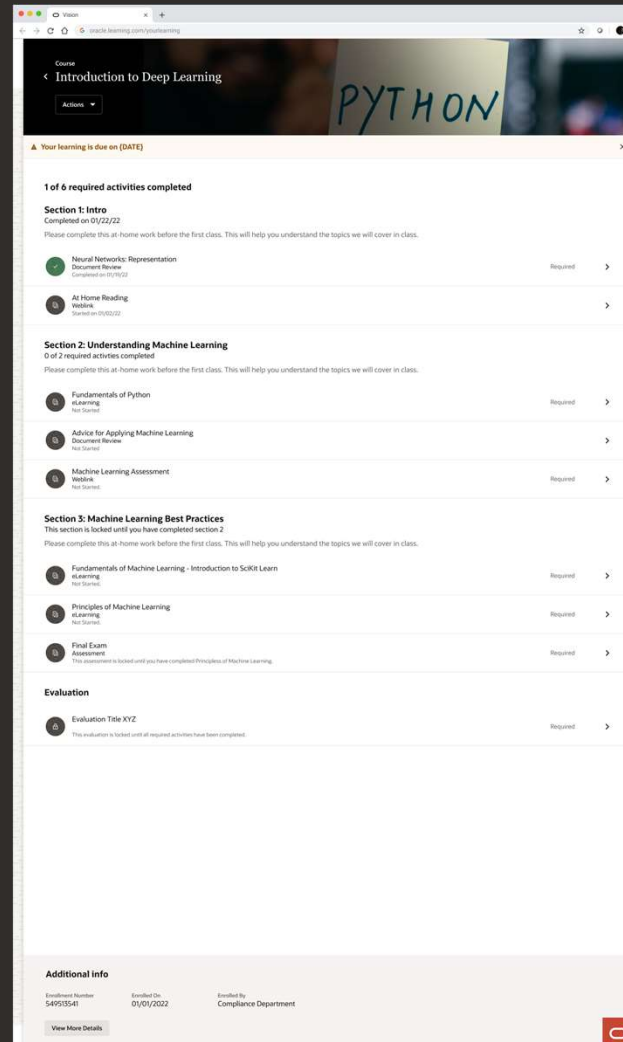
The screenshot shows the 'Completion Status' page for Observation Checklists. At the top, there is a search bar and a 'Show Filters' link. Below this, a 'View By' dropdown menu is set to 'All Activities'. A light blue informational banner states: 'Self-assessment checklist and observer checklist tasks count as a single activity.' Under the 'Not started' filter, two checklist items are listed: 'Checklist Activity Self-Assessment Checklist' and 'Checklist Activity Observer Checklist'. Both are marked as 'Required' with a yellow tag. A 'Start Checklist' button is visible on the right. A lock icon and message indicate that the Observer Checklist is locked until the Self-Assessment Checklist is completed.

The screenshot shows the mobile app's notifications screen. It features a search bar and a list of notifications under the 'Assigned to Me' header. Two notifications are visible, both marked as 'ACTION REQUIRED'. The first notification, received 4 minutes ago, is from Meg Fitzsimmons and states: 'You Have an Observation Checklist To Be Completed in the Course Safety Training for Ravi Chouhan'. The second notification, received 3 days ago, is also from Meg Fitzsimmons and states: 'You Have an Observation Checklist To Be Completed in the Course ANO20224301 for Meg Fitzsimmons'. A red arrow points to the first notification.

The screenshot shows the mobile app's 'Observation Checklist' form. It includes a 'Cancel' button at the top. The form is titled 'Observer Checklist' and contains three questions, each with a 'Yes' dropdown menu: 1. 'Has the learner shown knowledge gained in the course?' 2. 'Has the learner changed his or her behavior after returning from the course?' 3. 'Is the learner now able to perform the tasks that were listed prior to the training?' Below the questions is a text area for 'Other comments'. At the bottom, there is a section for 'Observation Outcome'.

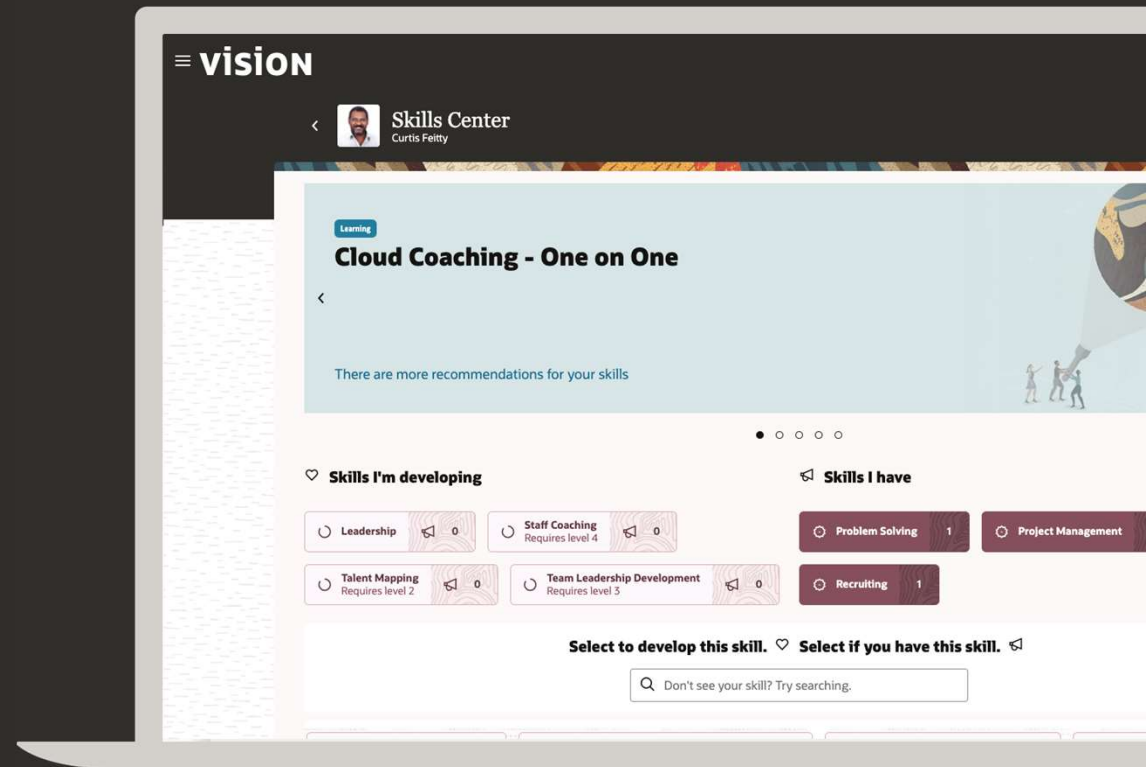
Next Updates

- All Self Service Pages featuring new Redwood designs
- Revamping the entire admin UI
- Single flows enhanced for potential uses outside of the application



Skills driven learning and development

- Skills Center
- Skills driven recommendations
- Skills advisor for learning catalog



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La communauté des utilisateurs Oracle



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