

# Oracle Learning

To remain competitive in a dynamic market, organizations need an intelligent learning platform that helps upskill and reskill their employees. With Oracle Learning, businesses can provide digital learning opportunities that engage and develop their workforce, help them reach organizational goals, and support employee growth and retention.

## Deliver an engaging learning experience

**A hyper-personalized growth experience:** With Oracle Learning as a core component of Oracle Grow, employees can leverage a growth solution that unifies learning, skill development, and career mobility in one hyper-personalized experience. They can level up with tailored growth opportunities, visualize the different ways they can move in the organization, discover AI-recommended roles they may not have considered, and understand what skills they need to acquire.

**User-generated content:** Empower subject matter experts in the organization to create and share their own personalized learning paths by curating the best learning resources from both internal and external sources. Employees can discover and follow key contributors who are recognized for delivering high-value content.

**A unified learning catalog:** Content can be combined from internal and external sources, including content providers such as LinkedIn Learning and Skillssoft, via Oracle Learning's integrations.

## Build learning into the talent lifecycle

**Skills-driven learning:** Empower employees to develop the skills to improve performance with skill-based recommendations. Oracle Dynamic Skills provides the ability to tag the entire learning catalog with relevant skills to make it easier to find relevant learning materials.

**Talent profile:** Learning outcomes and achievements are recorded in the employee's talent profile, allowing others across the organization to leverage the skills and capabilities the employee has developed through learning to inform activities such as internal recruiting, performance management, and even succession planning.

### Key features

- Personalized learning recommendations to drive employee engagement and upskilling efforts across the organization
- A user experience built to delight users, drive adoption, and increase learning engagement
- One home for all learning, including resources from internal and external content providers
- Anytime, anywhere access, including offline
- Peer-to-peer and shareable learning opportunities supported by social learning tools
- A digital assistant to allow users 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

### Key benefits

- Engage and retain employees with social, peer-to-peer, and community-based learning
- Track and drive compliance across teams to maintain consistent service levels
- Simplify learning administration management

**Learning recommendations:** Push intelligent recommendations based on various criteria, such as an employee's learning engagement history, current work assignment, career goals, and skills, to help learners develop the most relevant skills.

## Automate compliance training and advanced reporting

**Dynamic learning assignments:** Set up dynamic learning assignments based on organizational business rules and automate assignments based on various criteria, including job title, location, and more. Set completion deadlines, track progress, and take corrective action to ensure your employees are always in compliance. Enable certification compliance with automated assignment rules based on expiration dates and recertification requirements.

**Analytics, dashboards, and reporting:** Manage organizational learning with rich analytics, reports, and dashboards to track compliance and development initiatives. Using robust reporting tools, administrators can ensure compliance and managers can drive upskilling and reskilling across their teams to meet their business goals.

through dynamic rules, reporting, and dashboards

- Help managers develop their teams with the tools to create learning paths for individual and team development initiatives
- Share content by extending catalog access to partners

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