

# What to look for in a modern learning platform

## For lean HR teams

This guide is designed to help busy HR leaders focus their evaluation on practical needs: employee adoption, content variety, personalized development, compliance tracking, reporting and long-term scalability.

Organizations today face growing pressure to develop employee skills, encourage career growth and prepare for changing workforce needs. At the same time, employees expect more than occasional training sessions. They want learning opportunities that help them build skills, explore career growth and prepare for new opportunities.

That's why many organizations are reevaluating their learning technology. The problem is that learning platforms can look very similar during the buying process. Most offer long feature lists, reporting tools and content libraries. A more useful approach is to focus on what employees, managers and HR teams actually need the software to do.

## At a glance: Six questions to ask before choosing a learning platform

- Will employees actually use it?
- Does it offer enough content variety?
- Can employees find learning that's relevant to them?
- Does it make compliance easier to manage?
- Can reporting support better decisions?
- Will it still work as your organization grows?



# 1 Will employees actually use it?

## Why it matters

A learning solution only creates value when employees use it consistently. Unfortunately, some learning systems create barriers that discourage participation. Complex navigation, confusing interfaces and difficult search functions can make learning feel like another task on an already full to-do list.

## What to look for

- Simple navigation that helps employees find learning quickly
- Mobile-friendly access for employees who work in different environments
- Search and recommendation features that help employees discover relevant content
- A user experience that requires minimal training
- Self-service access so employees can find and complete

## Buyer reminder

The best learning platform isn't always the one with the most features. It's the one employees return to again and again.

## The goal is to reduce friction in the learning process.

A system that's easy to use can help improve participation, encourage ongoing learning and make the investment easier to justify.

## 2 Does it offer enough content variety?

### Why it matters

Even a strong learning tool can struggle if employees can't find content that meets their needs. Organizations often have employees in different departments, roles and stages of their careers. A limited content library may not be enough to keep learning relevant over time.

### What to look for

- A broad library of learning content
- Multiple learning formats, including video and written content
- Content for different roles and skill levels
- Opportunities for both required and self-directed learning

### When evaluating content, consider:

- **Content breadth:** Provides learning opportunities for a wide range of roles and skill levels
- **Content relevance:** Helps employees find learning that applies to their work and goals
- **Content flexibility:** Gives employees more ways to learn based on their preferences and schedules

### How People First Learning helps

People First Learning includes access to 90,000+ ready-made learning resources from specialist providers, helping organizations deliver a wider range of training without having to create everything from scratch. It also supports common learning formats, so teams can bring together videos, documents, online courses and other training materials in one place.

# 3 Can employees find learning that's relevant to them?

## Why it matters

Employees are more likely to engage with learning when it feels connected to their role, goals or career interests. Many organizations are moving away from one-size-fits-all training programs and toward more personalized learning experiences. This helps employees focus on the skills and knowledge that matter most to their roles and career interests.

## What to look for

- Learning pathways that guide development over time
- Personalized or AI-supported learning recommendations
- Self-directed learning options
- Career growth resources

These capabilities help employees take a more active role in their own development. Different employees may prefer different types of learning experiences. A mix of videos, courses, articles and other resources can make learning more accessible and engaging across the workforce.

## How People First Learning helps

People First Learning offers AI recommendations that surface relevant learning based on progression plans, interests and learning activity. This helps employees discover relevant content without having to manually search through large course catalogs.

# 4 Does it make compliance easier to manage?

## Why it matters

Compliance training is an important part of workforce development, but it can also create administrative challenges. Many organizations must track required training, certifications and policy acknowledgments. When those activities rely on spreadsheets, manual reminders or disconnected systems, small tracking gaps can create larger compliance issues.

## What to look for

- Course tracking: Shows who has completed required activities and who still needs follow-up
- Automated notifications and reminders: Helps reduce the risk of missed deadlines and reduces manual outreach
- Completion reporting: Makes training activity easier to monitor and document
- Certification tracking: Helps manage renewal requirements and certification deadlines

These tools can reduce manual work while helping organizations identify missed deadlines, overdue training and certification gaps before they become larger compliance issues.

## How People First Learning helps

People First Learning helps organizations track required learning, certification renewals and compliance activity with course tracking, due dates and reminders — reducing manual follow-up and helping teams spot gaps earlier.

# 5 Can reporting support better decisions?

## Why it matters

Learning programs can generate valuable information, but that information is only useful if it's easy to access and understand. Useful reporting tools help organizations see participation trends, monitor progress and identify areas where additional attention may be needed.

**Clear, actionable insights can support better decisions about training priorities and future workforce needs.**

## Questions reporting should help answer

- Which courses have the highest participation?
- Where are employees spending the most time learning?
- Which teams may need additional training?
- Are skill gaps beginning to emerge in certain areas?

## What to look for

- Manager dashboards: Help leaders monitor participation and completion activity
- Learning reports: Show trends over time and highlight opportunities for improvement
- Reports / insights: Help organizations better understand learning activity across the workforce

## How People First Learning helps

People First Learning gives managers access to visual dashboards and reports that show course completion, compliance renewals and learning activity, making it easier to monitor progress and identify where support may be needed.

# 6 Will it still work as your organization grows?

## Why it matters

Learning and development needs are always changing. Organizations add employees. Roles change. Compliance requirements evolve. New skills become important. The learning tool you choose today should be able to support future needs.

## What to look for

- Adapt to a growing headcount
- Respond to changing learning needs
- Reduce manual processes
- Bring HR and learning data together in one system
- Support long-term development goals

It's also important to consider how learning fits into the broader employee experience. Ideally, the software should fit into day-to-day work rather than adding another process for employees, managers and HR teams.

## How People First Learning helps

People First Learning brings HR and learning data together in one platform, helping organizations support employee development, reduce disconnected processes and adapt as learning needs change.



# Choosing a platform that supports long-term success



A modern learning platform should do more than deliver training content. It should help employees build skills and explore career growth while helping organizations simplify compliance activities and make more informed decisions.

By focusing on the six key questions in this guide, organizations can make more informed purchasing decisions and create stronger foundations for employee development.

## See how People First Learning supports workforce development

People First Learning helps organizations create more connected development experiences through learning pathways, personalized recommendations, compliance tracking and reporting tools.

**Book your  
demo now**



# Learning platform buyer checklist

Use this checklist to compare learning platforms during demos, internal discussions or vendor evaluations.

| EVALUATION AREA          | WHAT TO CONFIRM                                                                                         | NOTES/RATING |
|--------------------------|---------------------------------------------------------------------------------------------------------|--------------|
| Employee adoption        | The platform is easy to navigate, mobile-friendly and supports employee self-service.                   |              |
| Content variety          | Employees can access a broad mix of learning content, formats, roles and skill levels.                  |              |
| Personalized development | Employees can follow pathways, receive relevant recommendations and take an active role in development. |              |
| Compliance management    | The platform tracks required training, certifications, policy acknowledgments, deadlines and renewals.  |              |

# Learning platform buyer checklist

Continued

| EVALUATION AREA        | WHAT TO CONFIRM                                                                               | NOTES/RATING |
|------------------------|-----------------------------------------------------------------------------------------------|--------------|
| Reporting and insights | Managers and HR teams can monitor participation, completion, trends and potential skill gaps. |              |
| Scalability            | The platform can support growth, changing learning needs and a more connected HR experience.  |              |
| Administrative fit     | The system reduces manual follow-up instead of creating another process for HR to manage.     |              |
| Employee experience    | Learning feels connected to day-to-day work, not separate from it.                            |              |



## About MHR

MHR has been driving innovation across the HR technology space for over 40 years. We don't just meet the industry standard, we exceed it. Engineered with the latest SaaS technology, our product, People First enables increased employee productivity and organizational growth with a demonstratable return on investment.

People First is guided by what our customers and the market demand in a rapidly changing world.

info@mhrglobal.com | mhrglobal.com | +1 (470) 890 6170 (US) | +44 (0) 115 945 6000 (UK) | +353 (01) 541 3778 (IRE)



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