

# Solution Provider Profile

## Schoox

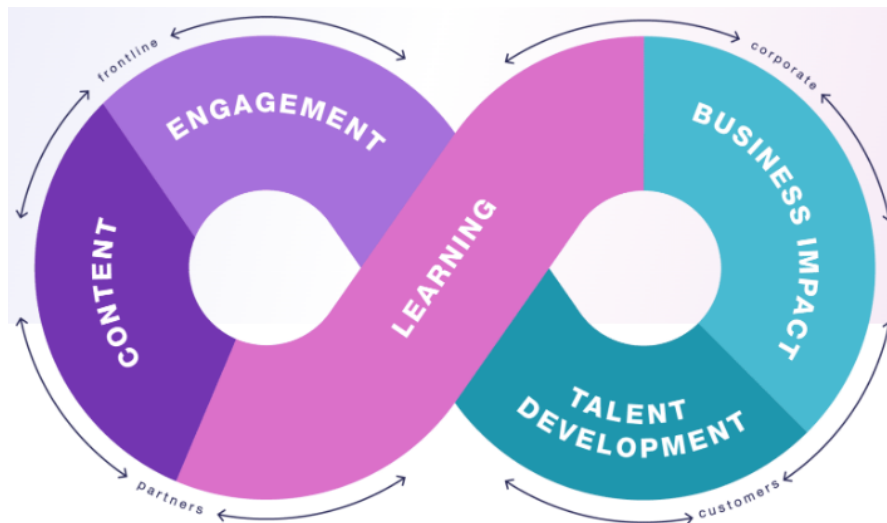
May 2024



Company At-a-Glance	
Name of Product/Offered	Schoox Learning Platform
Headquarters	Austin, TX
Year Founded	2012
Geographic Coverage	North America
Website	<a href="http://www.schoox.com">www.schoox.com</a>

### Schoox Overview and Value Proposition

Schoox offers a platform designed for real learning throughout your entire organization, from the frontline to the corporate office. It delivers the skills people need, creates opportunities for learners to thrive and provides the flexibility required to take learning to the next level and drive your business forward.



## Learning

Schoox is the learner-centric Learning Management System (LMS) that prioritizes the needs of individuals. With just a click, Schoox revolutionizes training by offering a seamless and intelligent learning experience. Whether you're training employees or extending learning to your entire enterprise, Schoox empowers individuals to learn anytime, anywhere, and in any way they prefer. The platform supports blended learning, eLearning, instructor-led training, microlearning, mobile learning, on-the-job training, self-paced learning and social learning. Schoox connects learning to talent development, allowing for personalized learning paths that inspire individuals to upskill and reskill while supporting the evolving needs of your organization. It simplifies and automates account creation, user management and system integration, freeing up valuable time for businesses to focus on their core objectives. Experience the transformative power of Schoox and unlock the full potential of your workforce.

## Content

Ignite the curiosity of your learners with training content that fosters deeper connections, regardless of their position within your organization. The Schoox platform offers a range of features to enhance the learning experience. With authoring tools like Articulate Storyline and Adobe Captivate, you can easily create engaging courses. Ensure compliance with industry standards such as SCORM, AICC and XAPI, and effortlessly manage various types of content, including documents, videos and presentations. Build courses quickly using drag-and-drop functionality, and access a marketplace of courses from top eLearning providers or integrate your own. Deliver content that's mobile-friendly and create a library of resources in different digital formats. Encourage user-generated content that can be reviewed and approved before publication.

The Schoox platform democratizes content creation by capturing expertise and wisdom from employees through crowdsourcing, saving time and money. Easily manage compliance with content that adheres to local, state and federal regulations, particularly in highly regulated industries like construction and manufacturing. Maximize learner engagement by offering a variety of content types, including text-based courses, video lessons, interactive microlearning and live sessions. Save time and money by optimizing and extending your investment in eLearning. Whether you choose to buy, build or partner for content creation, the all-in-one learning platform is designed to streamline your processes and maximize efficiency.

## Engagement

Empower learners and accelerate their productivity with personalized learning experiences and social interactions that ignite inspiration. Schoox offers a range of features to enhance engagement and drive growth:

- Establish an Academy wall as a central message board for sharing news, activities and updates.
- Communicate effectively with announcements and notifications that can be sent organization-wide or on a one-on-one basis.
- Illuminate potential career paths and provide related resources based on individual roles and skill sets.
- Motivate your workforce through gamification, fostering friendly competition and offering incentives for learning and collaboration.
- Create groups with tailored permissions and privacy settings, encouraging content sharing among members.
- Establish a learner homepage as a central hub for customized learning experiences tailored to specific audiences.
- Construct role-based learning paths to enhance performance in current and future positions.
- Assess the skills required for specific job roles and evaluate employee strengths based on scores and feedback.

The Schoox platform cultivates a culture of learning that promotes personal and professional growth through formal training, on-the-job learning and a commitment to continuous improvement. Boost productivity by equipping your staff with the necessary tools and support to thrive, creating a work environment that minimizes disruptions and maximizes focus. Embrace internal recruitment as a strategic approach to filling vacancies, saving costs while fostering a culture of growth and upward mobility, which enhances employee morale and commitment to your organization. Minimize turnover by establishing a positive and supportive work environment, offering opportunities for skill enhancement and career advancement and recognizing and rewarding employee contributions.

## Talent Development

Schoox seamlessly connects learning to career development, empowering individuals to upskill, pursue their goals and support your organization. With a range of features, the platform facilitates a holistic approach to learning and talent development:

- Assessments allow you to gauge skill levels through online or in-person evaluations in various formats.
- Surface career and learning paths alongside employee rankings for specific roles based on their skills.
- Track employee strengths and areas for improvement to encourage development post-training through coaching.
- Set and measure strategic objectives and cascade goals throughout the organization.
- Define how specific skills connect to key performance indicators (KPIs) that matter to your business.
- Create role-based learning paths to enhance performance in current jobs and align with future career plans and goals.
- Connect goals and skills to standalone or recurring performance reviews.
- Track different skills associated with specific jobs and measure employees' relative strengths.

You can maximize the potential of the platform by connecting learning to talent development. Bring together training, skills, career pathing, goals and performance with Schoox. Personalize learning paths to inspire and encourage learners to upskill and reskill in pursuit of their own goals, while also supporting the evolving needs of your organization. Recruit from within by identifying existing talent and promoting internal mobility, resulting in more cost-effective recruiting that boosts morale and drives better business outcomes. Retain high performers by offering personalized learning and talent development opportunities, ensuring that individuals feel seen, valued and supported.

## Business Impact

Measure the true impact of your learners' achievements as they enhance their skills, grow professionally and increase productivity. The platform offers a range of features to help you gain valuable insights and make data-driven decisions:

- Take advantage of Schoox's unique business impact analysis tool, built directly into the LMS.
- Leverage pre-built reports with hundreds of templates for quick and easy access to training data insights.
- Create custom reports tailored to your specific needs from a wide selection of field and category options.
- View important information at a glance with dedicated and customizable dashboards.
- Define key performance indicators (KPIs) that are relevant to your business and track progress.
- Schedule reports to be sent automatically to the relevant stakeholders.
- Track compliance training progress and access detailed statistics.
- Empower managers with quick insights into team performance through manager reports.

With Schoox, you can understand the true business impact of learning by discovering, evaluating and monitoring insights that demonstrate the effect of training on critical areas such as sales and safety. Gain clear visibility into all training activities across teams, departments, brands or business units, ensuring a comprehensive understanding of your learning programs. Organize and share learning and development data in a meaningful way, eliminating the stress of reporting and controlling access to sensitive or confidential information. Optimize your learning programs by accessing learning data that empowers you to make informed business decisions based on actionable insights.

## **Analysis by Brandon Hall Group™**

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### **Situational Analysis**

The Learning Management System market has evolved rapidly over the past few years, driven by technological advancements, changing learning needs and the shift toward integrated learning platforms. The growing emphasis on upskilling, reskilling and generative artificial intelligence has exerted enormous pressure on providers in the space. Among the most important features beyond core LMS capabilities are things like adaptive learning, analytics, mobile accessibility and integration with other tools and systems.

### **Challenges to the Business**

One of the primary challenges facing the LMS market is the need for customization and scalability. Organizations have diverse needs based on their size, learning objectives and the demographics of their learners. Therefore, an LMS must be adaptable and scalable to meet these varied requirements. Additionally, user engagement and the effectiveness of learning content are ongoing challenges. As the market becomes more saturated, LMS providers must find innovative ways to differentiate their offerings and deliver value to their users.

### **Implications for the Business**

The impact of these challenges on the LMS market is multifaceted. First, there's an increased focus on developing more intuitive and user-friendly platforms that can engage learners and facilitate better learning outcomes. Second, the demand for data analytics and reporting features has grown, as organizations seek to measure the effectiveness of their learning programs accurately. Finally, the need for customization and integration capabilities has led to the emergence of more flexible and modular LMS solutions. This evolution is driving competition among LMS providers, pushing them towards continuous innovation.

## Questions to be Answered by the Business

- What customization options does the LMS offer?
- How does the LMS support content development and integration?
- What analytics and reporting features are available?
- How does the LMS facilitate learner engagement and collaboration?
- What is the level of support provided?

## Schoox as the Answer

The Schoox platform is a powerful tool that's particularly well-suited for supporting different use cases for learning within the same organization, such as extended enterprise needs and internally focused learning. Beyond the core of the LMS, which is best-in-class for functionality, Schoox is positioning itself as a true talent development solution.

The company's success is highlighted by the growth in their business in 2023, the acquisition of 600 new customers and achieving a decade of continuous revenue growth. Moving forward, Schoox's unique ability to weave skills intelligence with high-quality off-the-shelf content and skills-reinforcing coaching support within the core LMS sets them apart. That's why they've put the effort into building these important capabilities and finding the right partners to support the effort.

The company recently announced new partnerships with Visier and GoOne. These collaborations expanded the company's reach in the skills intelligence and HR tech spaces. Additionally, the company has successfully established partnerships with big-five consulting firms and independent referral partners, broadening its global footprint.

The Skills Intelligence capabilities they've gained from the partnership with Visier enable them to bring more personalization to the learning and development journey overall. This underlying framework helps create a clear path to effective learning content. Schoox makes room for internally derived content and the social learning aspects of a Learning Experience Platform (LXP) while continuing to build out their robust Content Marketplace.

The introduction of coaching events and video exams within the learning platform has further enhanced the capability of the system. Coaching sessions can be scheduled, conducted and managed directly within the platform, with customized forms and notes

taken during the session. The coach has the flexibility to customize questions and download a PDF version of the session for further analysis.

Another exciting addition is the digital notebook app for scenario-based assessments. These assessments can be created directly within the platform. The tool allows you to add questions to a video timeline and configure a coaching response based on how a learner answers. The app also allows for scheduling coaching sessions, catering to managers, coaches and subject matter experts.

Their newest content partner, American Medical Compliance, brings a powerful set of personalized compliance content designed for highly regulated industries, including healthcare. Reflecting Schoox's characteristic streamlined learner experience along with powerful content, the new compliance offering will provide an opportunity to ensure learners are exposed to the exact content they need to stay compliant. This partnership highlights a promising future in the healthcare sector.

Overall, Schoox is continuing its legacy of innovation that drives results. They continue to be in step with market needs and offer a suite of tools to support learning and development strategies. Regardless of your goals and focus, the Schoox learning platform delivers.

*- Matt Pittman, Principal Analyst, Brandon Hall Group™*

**Contribution Team:**

Michael Rochelle, Mike Cooke, Rachel Cooke, Claude Werder, Pat Fitzgerald



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