



ADP® Learning Management



of HR leaders say that building critical skills and competencies for their organizations is a top priority.¹



The annual increase in total skills required for a single job in IT, finance, or sales since 2018.²

ADP Learning Management, part of the ADP Talent Management Suite **that can also be sold as a stand along product with other HCMs**, helps organizations build future-ready workforces by efficiently curating, managing, and delivering specific learning activities to every employee. Streamline skills-based planning, align learning programs to organizational goals, and support your employees' ongoing personal and professional development. With ADP Learning Management, you can develop a workplace culture of continuous learning.

Deliver customized learning resources

ADP Learning Management helps you effectively engage learners and meet a diverse set of needs — from onboarding to certifications — without creating administrative headaches for managers or executives.

Create, schedule, and administer a variety of learning programs including classroom, proprietary online courses, and more. Utilize your own in-house learning resources, third-party content, or **ADP's curated content e-learning library of more than 150 of the world's top e-learning providers** via a single source. ADP Learning Management provides a repository for all learning resources, including pre-class reading materials, post-class support material, discussion forums, course evaluations, peer feedback, and more.

Learners, managers, and executives alike are quickly directed to the resources they need. Features like auto-enrollment and auto-assignment reduce administrative burden, so managers can focus on other strategic priorities.

Connect learning to critical development

Executives and managers can “push” prioritized learning activities to employees to help them grow in their current roles or position themselves for new opportunities. Learners log on to see exactly what they need for compliance training, certifications, or to fill gaps in current competencies. They can also find additional development activities based on their career goals.

Offer your colleagues thousands of learning topics delivered in a variety of formats to meet their preferred learning methods.

- SCORM® and AICC-compliant online courses
- Instructor-led classroom courses
- Online resources
 - Articles
 - Blogs
 - eBooks
 - External HTML links
- Web conferences and virtual classrooms
- Skillsoft content libraries

Track employees' learning and progress

Leverage ADP's built-in reporting capabilities for visibility into registrations, course completions, exam results, and certification status. Or use the ADP's ad-hoc reporting feature for answers to on-demand queries.

Tie learning to performance

Integrate ADP Learning Management with performance and career development solutions to gain visibility into team talent and employee potential. Align learning with performance evaluations **through development plans that link directly to courses in the LMS.**

Create learning communities

Social Learning enables employees to upload and share learning content and links to information they find valuable to the organization. Learners can also recommend training they have taken to their peers.

Have an announcement to share with a specific group of learners, news about a new certification requirement, or want to poll a group on a specific issue? Communications like these can be targeted to a specific audience based on criteria such as department, location, courses enrolled, or courses completed.

According to the World Economic Forum, the double disruption caused by automation and the pandemic is likely to displace 85 million jobs by 2025. Among those set to remain in their roles, **50% will need reskilling** by 2025.³

79 % of CEOs worldwide are concerned that a lack of essential skills in their workforce is threatening the future growth of their organization.⁴

Learn more about ADP's full talent suite, designed to help your people thrive in today's modern workplace.

- Compensation Management
- Succession Management
- Performance Management
- Learning Management



Source: 1. Gartner for HR – Top 5 Priorities for HR Leaders in 2022. 2. Gartner for HR – Top 5 Priorities for HR Leaders in 2022. 3. PwC Talent Trends: Upskilling for a Digital World 2019. 4. World Economic Forum – [Future of Jobs Report \(2020\)](#).

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