

SeeMeeTraining

Learning Management System Analysis

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Objective

Objective: Develop a technology solution to sell a set of interactive training modules to health care facilities.

Training Modules: A set of video presentations with comprehension tests that permits students to advance to next module when they reach the required understanding of the material. Trainee can stop and restart at a later time where they left off. This will work for multiple students who might be taking the course simultaneously on one or more devices.

Optionally, the buyer/administrator can monitor student progress via a training dashboard.

Buyer Experience Option 1: Buyer goes to Seemetraining.com website where then can download the first module for free, then purchase remaining modules to download.

Trainee Experience 1: Trainee takes the course on the computer where it was downloaded.

Buyer Experience Option 2: Buyer will create an account where they can login to live stream the modules rather than downloading. The login will be shared/used by trainees.

Trainee Experience 2: Trainee use the shared login to access the course and completes the course an any device.

Buyer Experience Option 3: Buyer can purchase a DVD to be delivered.

Trainee Experience 3: Trainee inserts the DVD into a computer and completes the course.

Potential Solutions

Develop the training and delivery using Learning Management Systems (LMS) services available online.

Develop the training on stand alone or online LMS and deliver via digital download store or shipping DVDs.

I reviewed 12 Learning management systems and three digital stores.

Learning Management Systems Overview

LMSs are online services designed to develop, deliver and administer training programs. Their capabilities include tools for authoring multi-media training courses can incorporate logic and branching that can result in sophisticated training outcomes.

These tools can also provide a delivery and management systems where courses can be taken online, student progress can be tracked and analyzed using online dashboards.

In some cases, there are also eCommerce solutions built-in to sell training to individuals or organizations.

These tools vary in capabilities, scope, scale, complexity and cost. Some are designed for large enterprise organizations that require sophisticated management tools for many groups within a single organization. Others are much simpler and designed for small businesses or individuals e.g. teachers or consultants.

Most have dashboards designed to report on student progress, however, most are designed with a single "owner" in mind, an HR group, a consultant, etc managing training for a single organization. I found only two

LMSs that have individual dashboards for buyers to manage multiple courses they purchase/develop for their organization.

Some systems are designed to be libraries of training course developed by a variety of organizations that sell their training to other organizations. For example, a small business may purchase a set of HR or customer service courses for their organization.

For those systems that include eCommerce options. Most are based on streaming to individual buyers where they sign-up/login, purchase and take the course. Dashboard tracking and reporting utilizes individual logins for data collection. None of these systems offer course download capability.

Most of these systems require that you login to their site to purchase and complete a course. Some offer the ability to embed their system into your own website. Some offer white label options, but still on their site. Some enable you to create an entire website on their server built around their LMS.

Pricing

Pricing ranges from \$4/mo to \$900/mo, some with ecommerce capabilities include a percentage of transactions.

Pricing is either a flat monthly subscription based on number of active users or a per user, per month.

Four systems do not include pricing on their website.

Summary

12 Learning Management Systems Reviewed

9 are intended for large enterprise organizations

3 are scaled for small business

All have course development capabilities

All offer learning dashboards for tracking student usage and performance.

Two offer separate dashboards for separate organizations either internal or external.

All deliver training online.

Two enable training to be embedded on your own website.

Four enable you to build your own website on their server

Six offer ecommerce capabilities for online delivery

None offer downloading training courses

Initial conclusion

If we consider the ecommerce portion and the ability to embed the training on your own website, all but two systems can be eliminated.

However, neither of these offer downloadable courses.

One is an enterprise system that starts at \$200/mo, the other is geared towards smaller organization/professionals that starts a \$20/mo

None of these system have a one-time purchase option that allows the buyer to use the course as much as they want. All pricing uses a subscription model. So a buyer/student could take the course as much as they wanted, as long as they are considered an active user.

Other options

Another option is to develop a stand alone training course that can be packaged up and delivered to a buyer via download or shipping a DVD.

This would require use of a local training development tool that can incorporate the interactivity / testing and can export the course to a stand-alone package that can deliver the training without the development tool installed on the student computer.

This option would not enable streaming the course and would not offer a dashboard to track student usage or performance. It may or may not enable individual students to start & stop unless the stand alone package included multiple sign-ons. These features would be dependent on the chosen training development tool.

This could then be sold online and downloaded to the buyer's computer. There are several digital stores that enable you to embed this function into your website and handle the payment processing.

I looked at just three of these, there are more, pricing ranged from \$24/mo - \$99/mo. Another is priced as a percentage of sales, ranging from 8.5% or 3.5% with a \$10/mo fee.

LMSs Reviewed

<https://www.mindflash.com/>

<https://www.litmos.com/>

<https://www.talentlms.com/>

<https://www.ispringsolutions.com/>

<https://www.inquisiq.com/>

<https://www.efrontlearning.com/>

<https://www.absorblms.com/>

<https://www.bizlibrary.com/>

<https://www.docebo.com/>

<https://www.digitalchalk.com/>

<https://www.easy-lms.com/>

<https://teachable.com/>

<https://www.wiziq.com/>

Digital Stores Reviewed

<https://www.sendowl.com/>

<https://easydigitaldownloads.com/>

<https://gumroad.com/>