



SAP SuccessFactors

# Learning Management

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1H 2025 Release Briefing

By Niels Peter Johansson





## Niels Peter Johansson

**Senior SuccessFactors Consultant**  
**SuccessFactors Experience: Since 2000**

Niels has more than 25+ years of experience in the areas of IT, HR, and Learning consulting.

Niels is the SAP SuccessFactors Learning Management SME at Effective People. He works with companies to ensure the best support for learning, education, and building competencies.

# Agenda

Most Important Topics

Other Release Features

Other Release Features – Mobile

Product Road Map



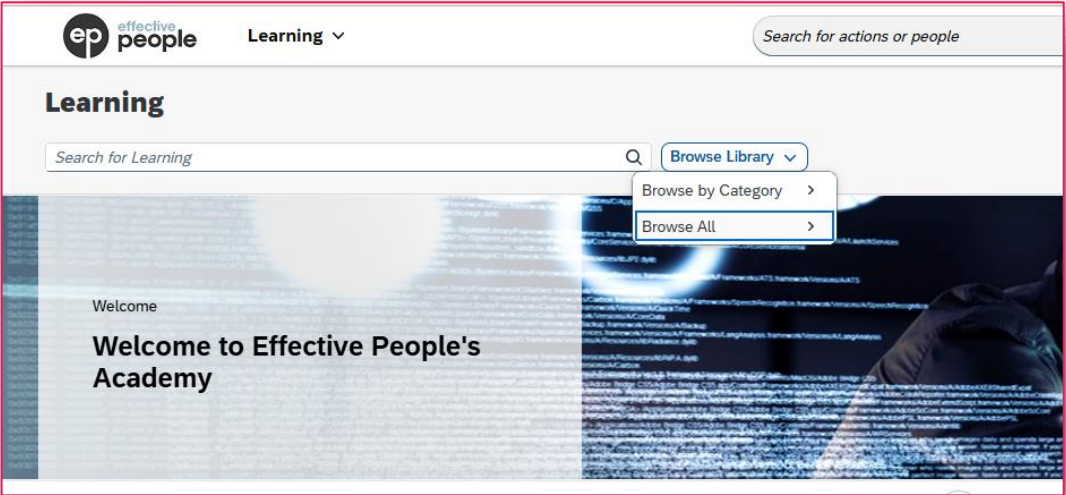


# Most Important Topics

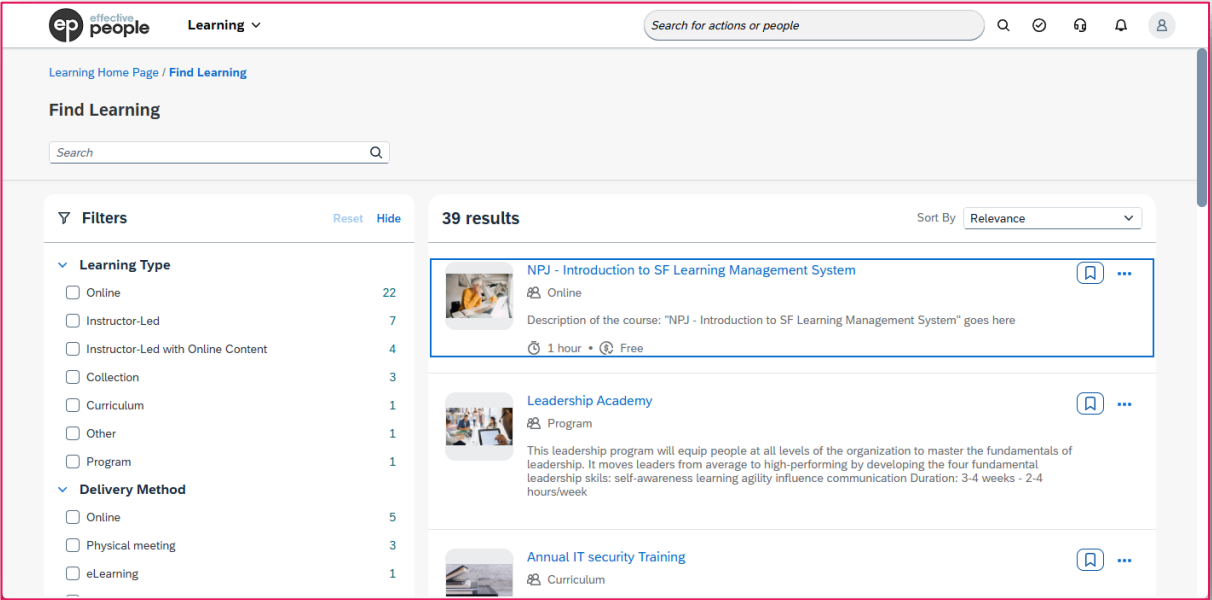
# Library - Browse All

Finally, the 'Browse All' option is back for learners, who just want to browse!

By configuration you can choose if you want to have both 'Browse All' and 'Browse by Category' enabled.



- Type: Changed
- Lifecycle: General Availability
- Enablement: Customer configured



The level of impact is High.





# Library – Enhanced Search optimization

Now, after you create a course and add it to a library, it will be indexed and searchable within 30 minutes.

*“Most changes are reflected within 30 minutes, though many updates occur within just a few minutes.”*

[not 8 hours (PROD) or 72 hours (Preview) as before]

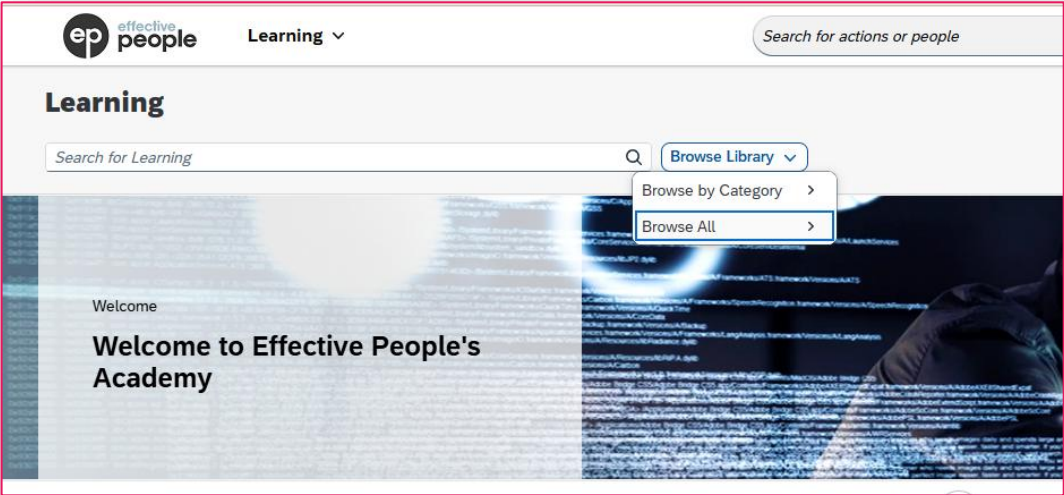
See more: KBA 3582342 - Near Real Time Updates to Learning Entities in Enhanced Search (<https://me.sap.com/notes/3582342>)

Phase 1: Start of Preview enablement - Targeting week of May 5th

Phase 2: Testing period

Phase 3: Start of Production enablement - Targeting week of June 9th (check back June 2nd for additional information)

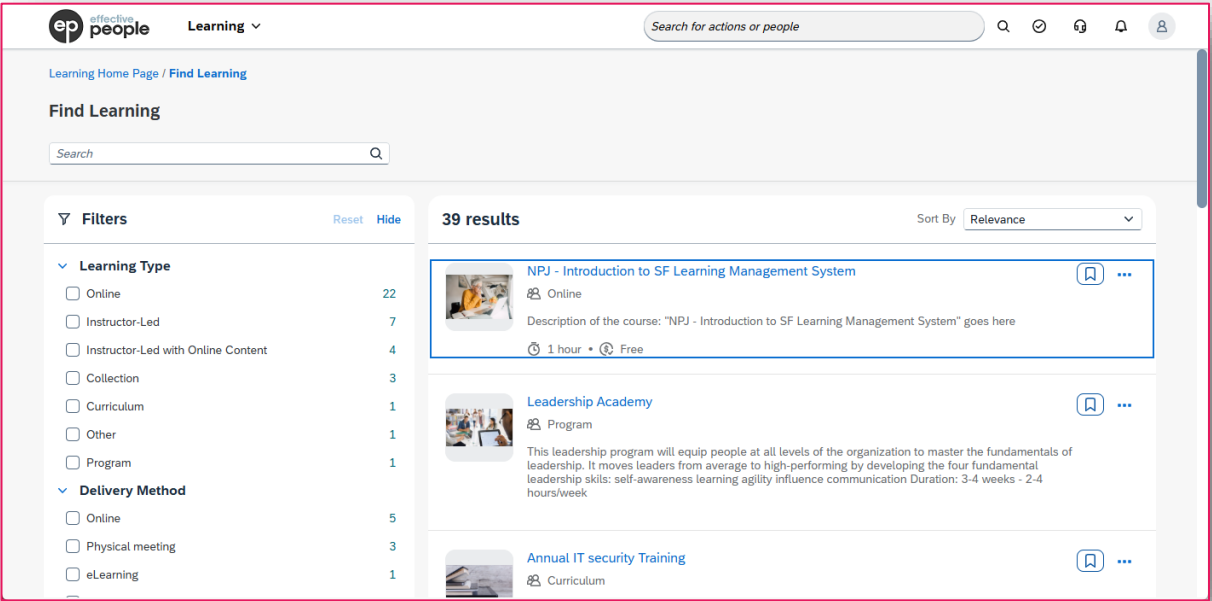
The level of impact is High.



Type: Changed

Lifecycle: General Availability

Enablement: Automatically On



# AI-Assisted Image Generation

Assisted AI-Image generation is now available for images on: Items, Curricula, Programs and Custom Cards and Banners.

Describe image in max. 180 characters, then generate.

Pre-requisite:

- AI Premium license/AI Units
- 'Assisted image generation' is enabled in 'AI Services Administration' (Admin Center)

**Type:** New

**Lifecycle:** General Availability

**Enablement:** CEE

The screenshot displays the 'Learning Administration' interface, specifically the 'Add Custom Card' dialog. The dialog has four tabs: General, Card, Interaction, and Visibility. The 'Card' tab is currently selected. Within the 'Card' tab, there are fields for 'Title' (containing 'Exploring Cloud Solutions'), 'Subtitle' (containing 'Understand the Fundamentals of Cloud Tech...'), and 'Image'. The 'Image' section has two options: 'Upload Image' and 'Generate Image using AI'. The 'Generate Image using AI' option is selected, and a 'Generate Image' modal is open. This modal contains a text input for 'Describe the image' with the text 'A serene landscape with rolling hills, a clear blue sky, and a few fluffy white clouds.' and a 'Generate' button. Below the text input is a preview of the generated image, which shows a serene landscape with rolling green hills, a clear blue sky, and a few fluffy white clouds. The modal also includes a 'Download' button and a 'Cancel' button.

The level of impact is Low/Medium.

# AI-Assisted Skills Inference for Programs Through Import

In addition to AI-assisted skills inference for learning items, you can now bulk-associate skills with multiple learning programs through import.

In Story Reports you can report on 'Skills added by'.

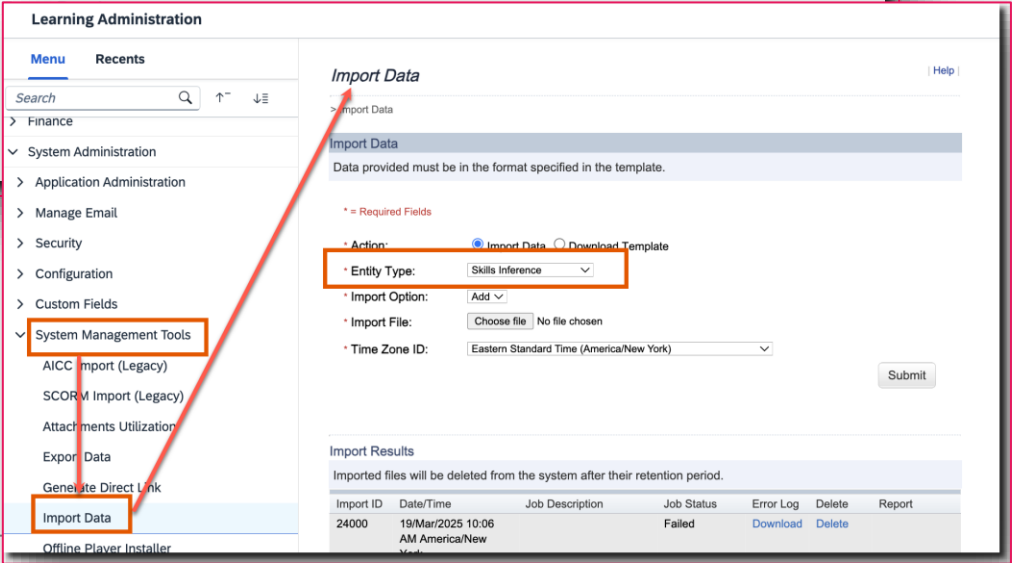
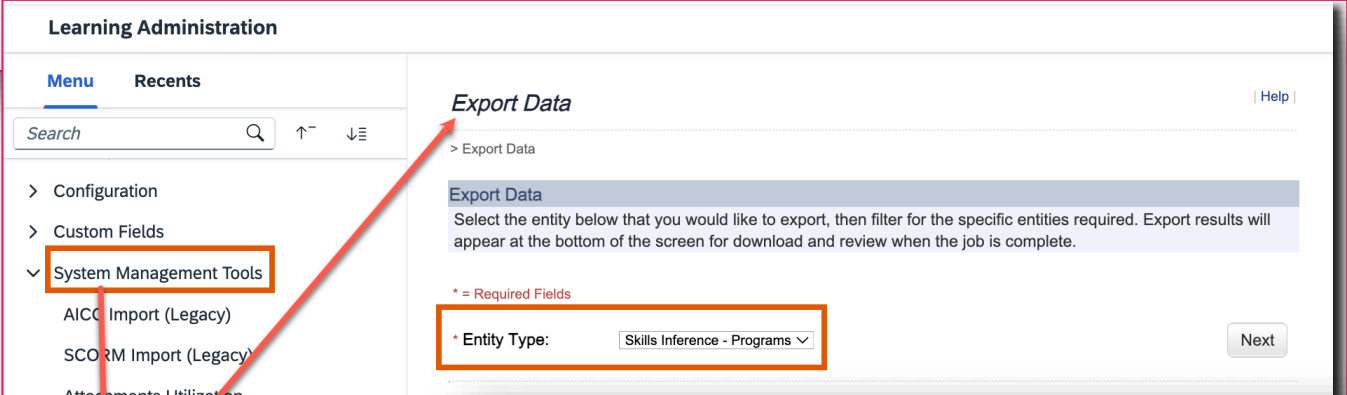
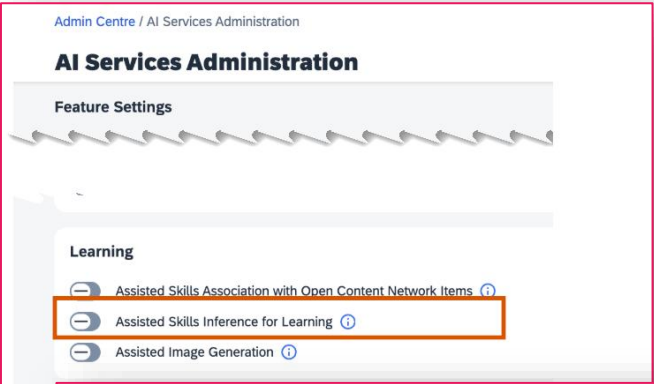
Pre-requisite:

- AI Premium license / AI Units
- LMS is sealed
- TIH is setup
- Enable 'Assisted Skills Inference for Learning' in the Learning section of the 'AI Service Administration page'

Type: New

Lifecycle: Restricted Availability

Enablement: Contact Product Support



The level of impact is Low.





# Other Release Features

# Download Learning History to PDF File

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically on

As a learner, you can now use the Learning History page to download all your completed learning activities in a PDF file.

The screenshot shows the 'My Learning / Learning History' page. At the top, there's a 'Learning History' header with an 'Add' button and a 'Download' button (highlighted with an orange box). Below the header, there's a search bar labeled 'Search for Learning' and a 'Completion Date' filter set to 'd/MMM/yyyy - d/MMM/yyyy'. A 'Status' dropdown menu is set to 'All'. The main content area is titled 'Completed Activities (31)' and contains a table with three columns: 'Title', 'Status', and 'Action'. The table lists three activities: 'Survey 02', 'Survey 01', and 'SUrvey', all with a status of 'Passed Course'. Each row has a 'Print' icon, a 'Download' icon, and a chevron icon. The completion dates for 'Survey 02' and 'Survey 01' are '7/Feb/2025 10:55 PM', and for 'SUrvey' it is '17/Jan/2025 04:54 PM'.

Title	Status	Action
Survey 02	Passed Course	Print Download >
Completion Date: 7/Feb/2025 10:55 PM		
Survey 01	Passed Course	Print Download >
Completion Date: 7/Feb/2025 10:55 PM		
SUrvey	Passed Course	Print Download >
Completion Date: 17/Jan/2025 04:54 PM		

The level of impact is Low.

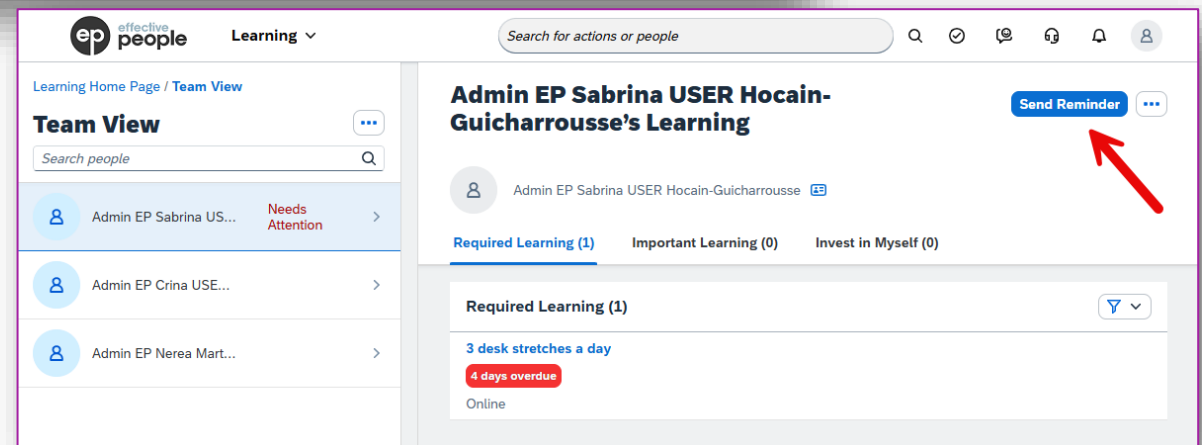
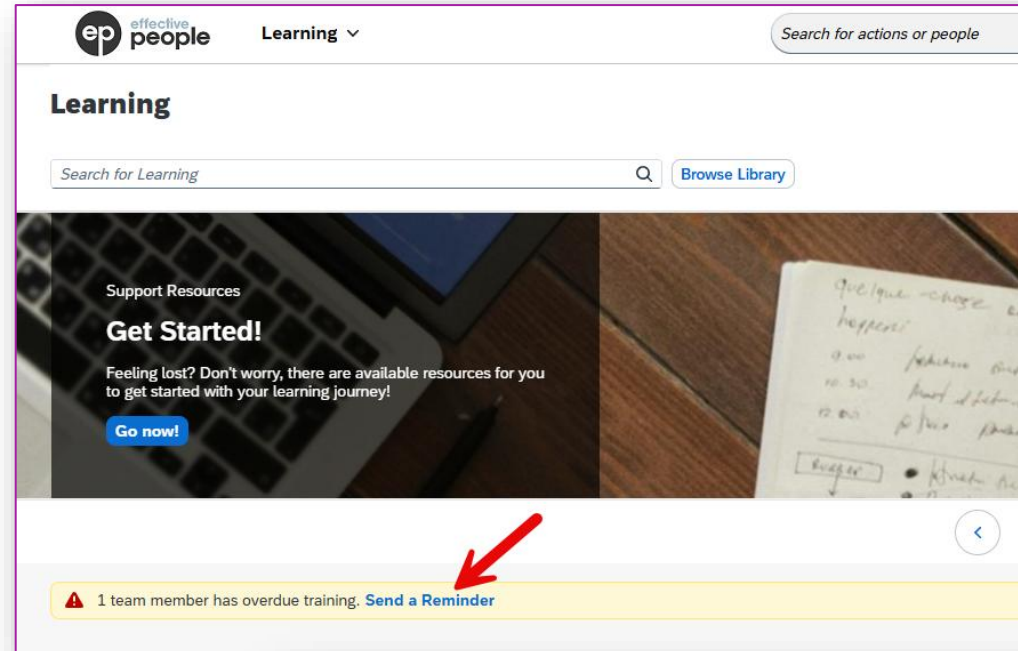
# Manager – Overdue training reminder permissions

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically On

- To send overdue training reminders from the **Team View** page or the **new Learning home page**, you need the new permission: “Manager Reminders”.
- SAP/SF added this for all users who are currently managers and have the **Access Team's Learning** and **Access Direct Report** permissions.



The level of impact is Low.

# Manager – Editable Overdue Training Reminders

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically On

Manager can now customize the individual overdue training reminders that they send from the **Team View** page.

Overdue Training Reminder

If you edit any content, it will no longer be translated into the recipient's language.

Email to: Alexander Thompson

Subject: \*

Reminder to Complete Essential Training

Message: \*

Hi Alexander Thompson,

Testing the label change for overdue

- other\_sur\_order: due on 7/12/2023
- other\_with\_survey: due on 7/12/2023
- Developing Employees: due on 6/28/2024
- Business Communication Fundamentals: due on 6/28/2024
- Class wo Price: due on 9/5/2024

☐ Copy me on this email

Send

Cancel

The level of impact is Low.

# Manager - Option to Use Application Notification Email for Overdue Training Reminders

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically On

- A new option to use the 'Application Notification User Email' for manager email notifications is added.
- When this option is selected, overdue training reminders will not be sent to the recipient using the manager's email but will use the Application Notification User Email instead.

**Application Administration** [Help](#)

> Edit Global Application Settings

Global Application Settings **Mail**

\* = Required Fields

**Mail Settings**

Enable email: ☒ Enabled ☐ Disabled ☐ Generate without sending (For testing only)

Application Notification Admin Email:

Application Notification User Email:

Application Notification Reply-To Email:

Use Application Admin's email: ☒

Attachments for Email Notifications:

**Use Application Notification User Email for manager email notifications:** ☐

Enable Email Archiving: ☒

☒ Purge Emails older than:  Month(s) (1000)

☐ BCC Address For Archiving:

The level of impact is Low.

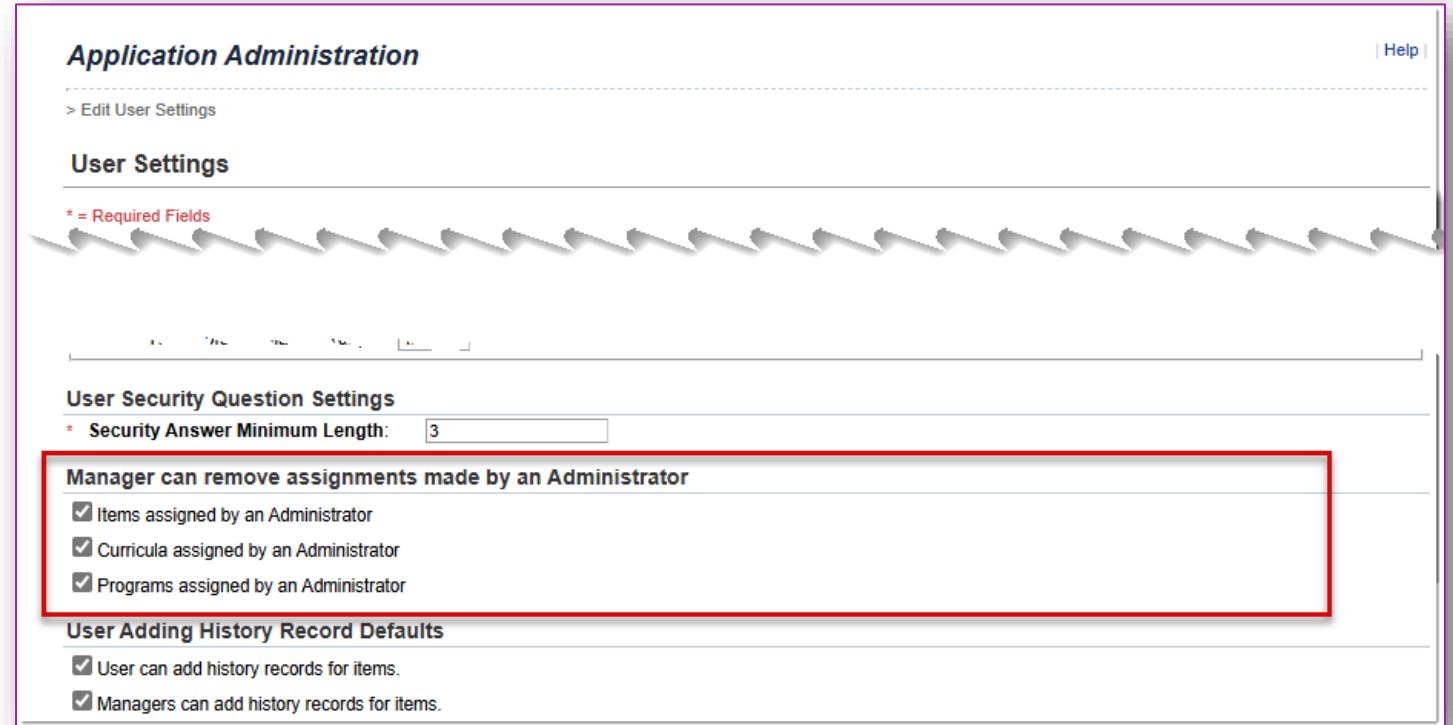
# Manager Permissions to remove items in Team View

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically On

- SF has removed the **Remove Assignments** permission and replaced it with a setting on the User Settings page that controls if a manager can remove assignments made by an administrator.
- By default, no options are selected, and managers can only remove the items, curricula, and programs that they've already assigned. This setting applies to all manager personas such as HR Business Partner and Alternate Manager.



**Application Administration** [Help](#)

> Edit User Settings

**User Settings**

\* = Required Fields

**User Security Question Settings**

\* Security Answer Minimum Length:

**Manager can remove assignments made by an Administrator**

- ☒ Items assigned by an Administrator
- ☒ Curricula assigned by an Administrator
- ☒ Programs assigned by an Administrator

**User Adding History Record Defaults**

- ☒ User can add history records for items.
- ☒ Managers can add history records for items.

The level of impact is Low.



# New Team View Reporting Hierarchy

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically On

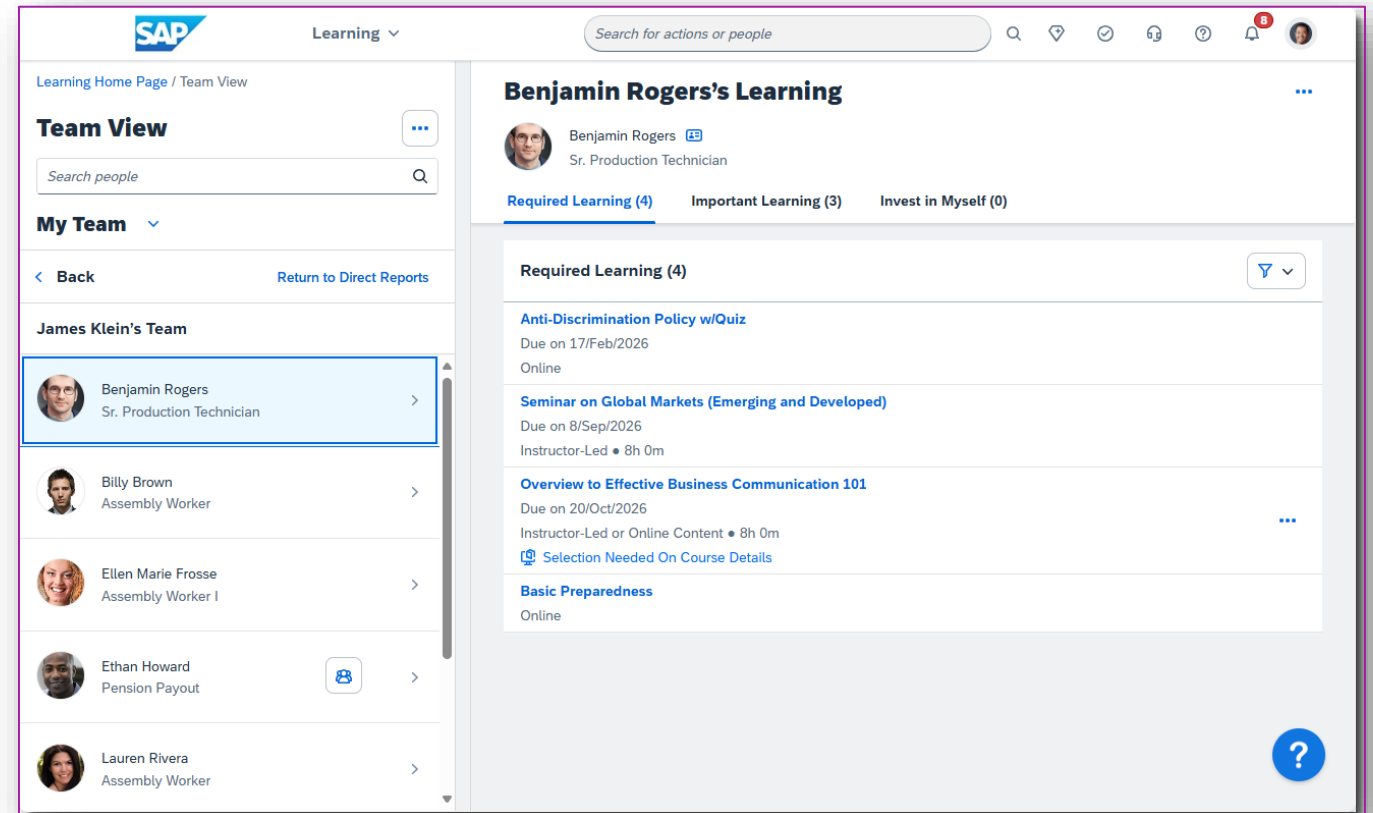
The Team View page opens with your team members listed in the left-hand region.

You can select a team member to see a detailed view of their learning in the right-hand detail view.

If you have permission to view team members as an alternate manager or HR business partner a drop-down menu will appear next to the My Team region header and you can select the appropriate role.

Team members are sorted alphabetically, with those who have overdue items appearing first.

If a team member has direct reports, you are now able to drill-down on the hierarchy to view them.



The level of impact is Low.

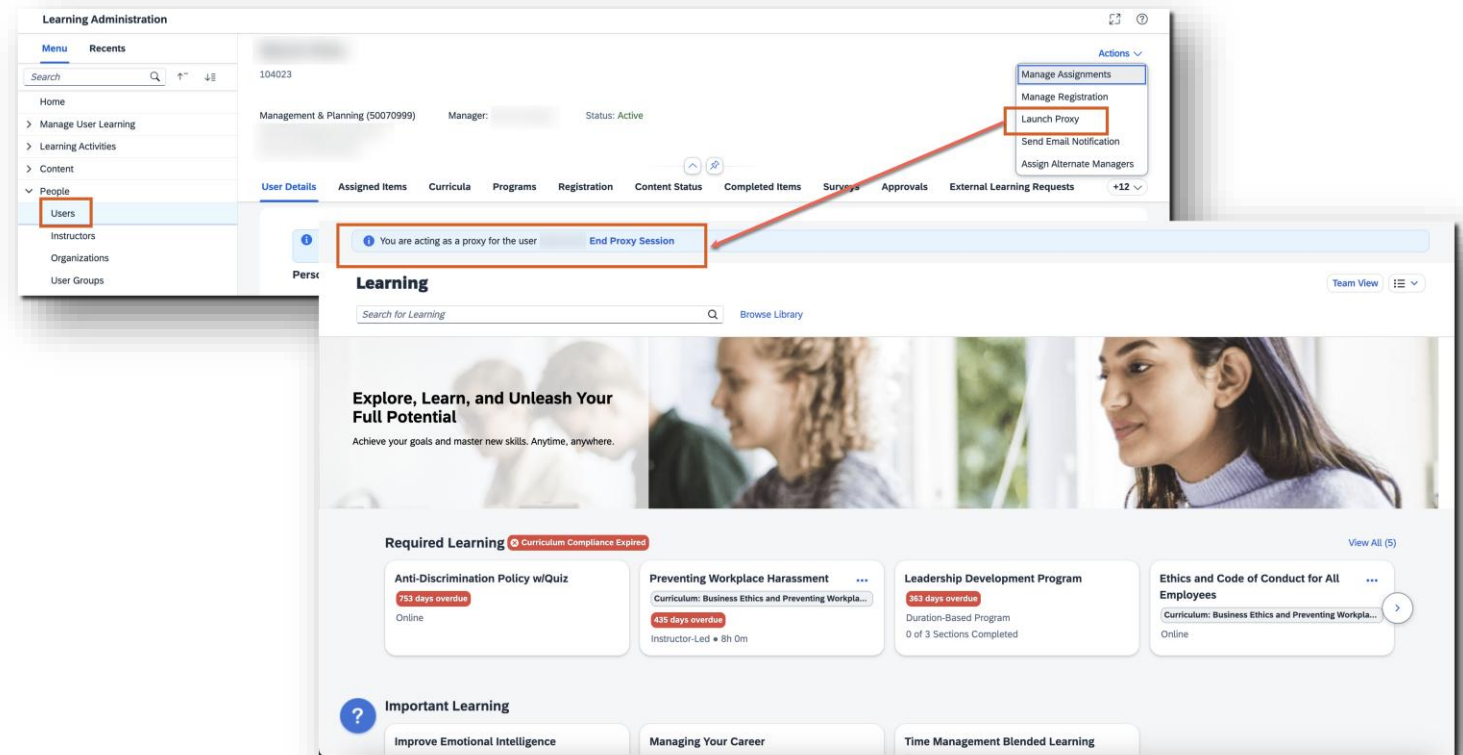
# Enhanced Proxy Access to the New Learning Experience

**Type:** New

**Lifecycle:** General Availability

**Enablement:** Automatically On

As LMS admin, when you proxy as one of the learners, you will now see the new ILX view of the learner.



The level of impact is Low.

# Enhancements to Custom Cards and Custom Pages

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically On

Better filter options as admins when working with Custom Cards and Custom Pages.

**Custom Cards** can be filtered by 'Target Group' and by 'Active Period'.

**Custom Pages** can filter 'Banners' and 'Custom Cards' – both filtered by 'Target Group' and by 'Active Period'.

The screenshot shows the 'Learning Administration' interface. On the left is a 'Menu' sidebar with options like Finance, System Administration, and Application Administration. The main area is titled 'Custom Cards'. A 'Filter' modal is open, showing 'Filter by' options: 'Target Group' and 'Active Period'. The main table lists three custom cards:

Name	Target Group	Active Period	Last Edited	Enabled	Actions
Dialog_Fine-tuning LLMs for information tech	All Active Users	11/29/2024 - 12/2/2024	11/29/2024		
Learning Custom Card	All Active Users	11/29/2024 - 12/2/2024	12/2/2024		
Architecture Strategy	All Active Users	12/2/2024	12/2/2024		

The level of impact is Low.

# OCN: Auto-update attribute ratings

**Type:** Changed

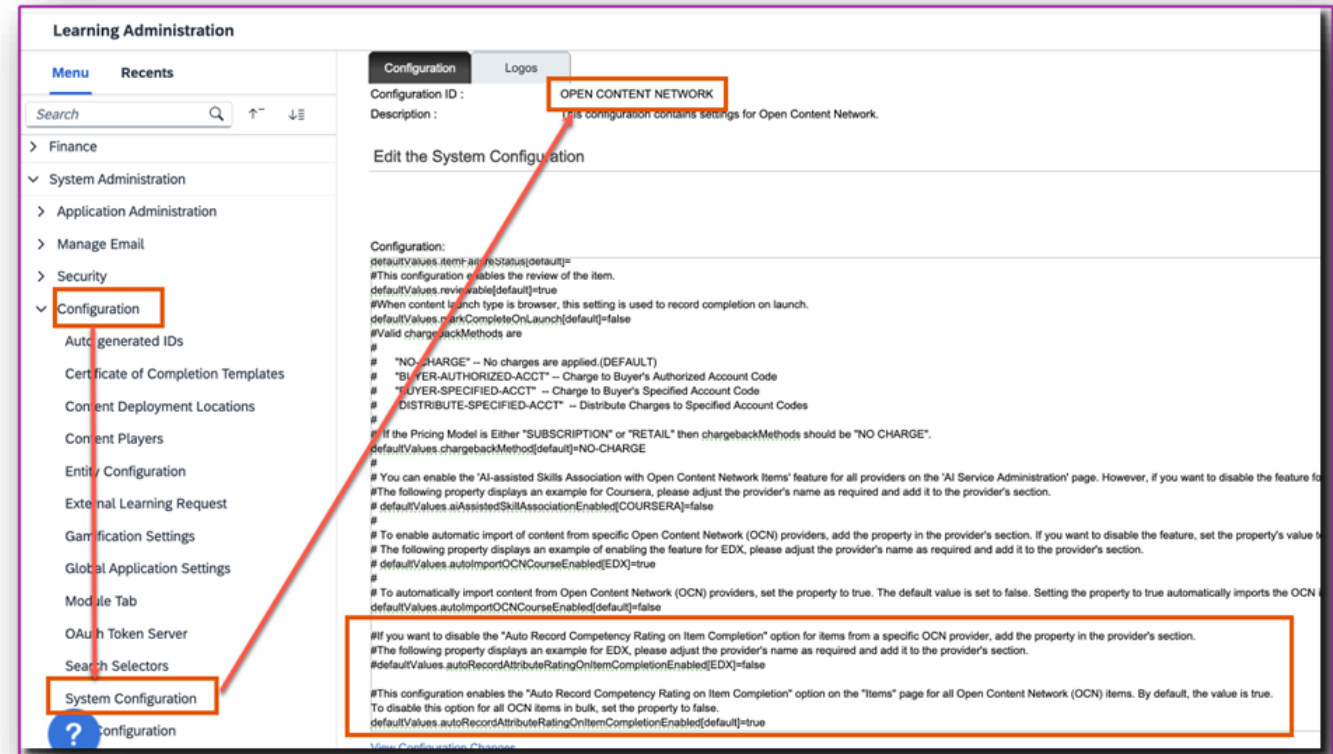
**Lifecycle:** General Availability

**Enablement:** Automatically On

- Auto-Update Attribute Ratings for Open Content Network Items Using a Property

Pre-requisite:

- TIH
- OCN provider supporting skills



The level of impact is Low.

# Other updates

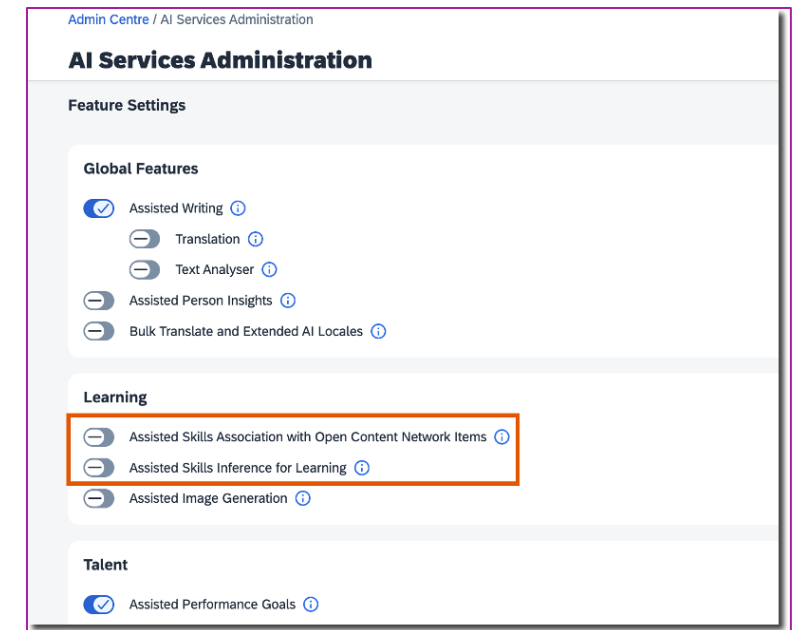
Type: -

Lifecycle: -

Enablement: -

- Automatic Process for Verified Email Domain Synchronization
- Configuration to Support “Unload Browser Events” for Online Content in Google Chrome
- Optional Curricula Assignments Available in the New Learning Experience
- Optional Surveys Available in the New Learning Experience
- Use the AI Services Administration Page to Enable AI-Assisted Skill Features for Learning

The level of impact is Low.





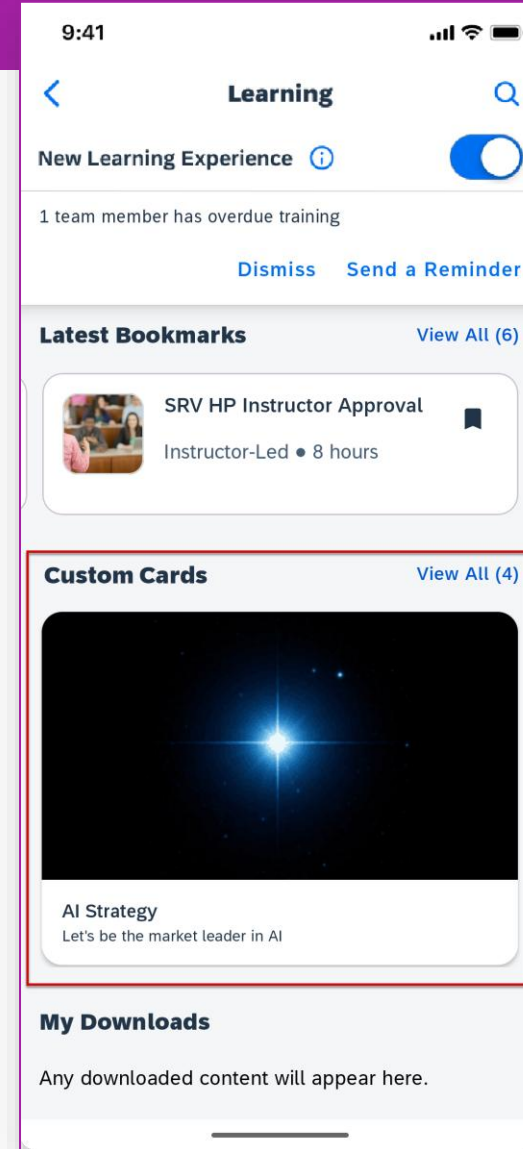
# Other Release Features - Mobile



# Other updates - Mobile

Custom Cards in the New Learning Experience for the iOS and Android Apps.

The level of impact is Low.



**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Customer Configured

# Other updates - Mobile

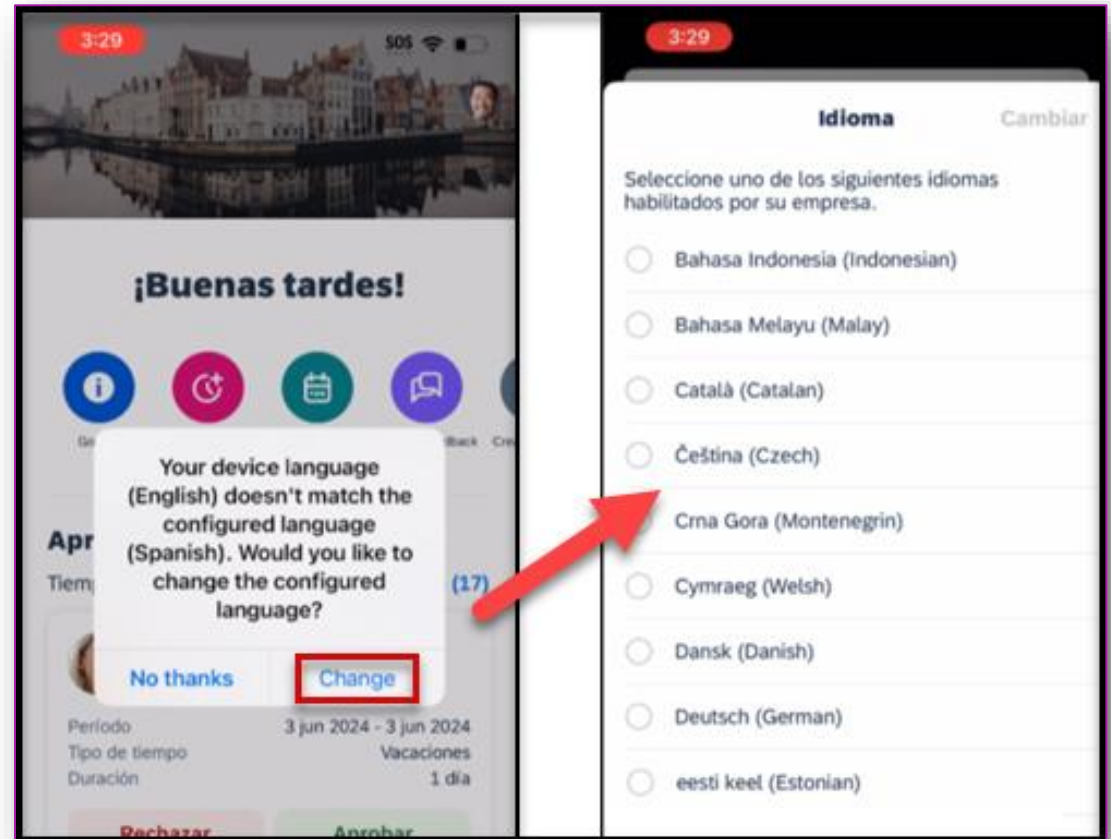
**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically On

Enhanced Language Management in the Mobile App.

The level of impact is Low.



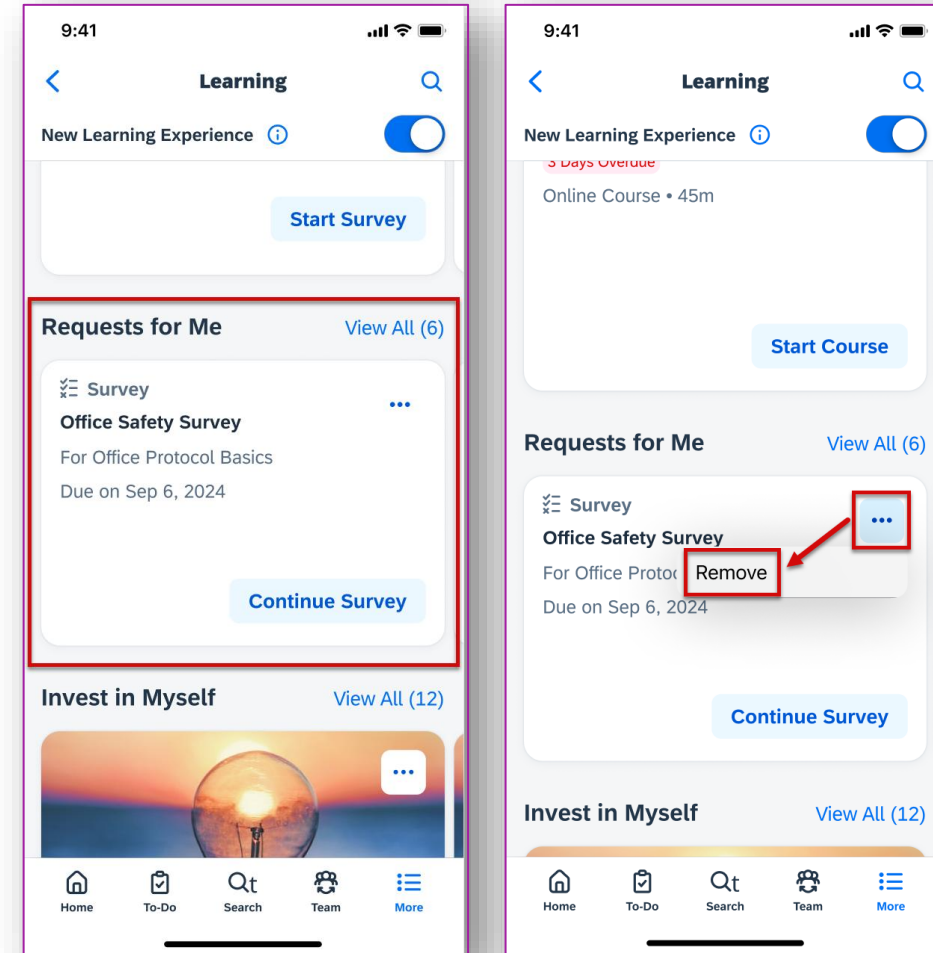
# Other updates - Mobile

**Type:** Changed

**Lifecycle:** General Availability

**Enablement:** Automatically On

- Optional Surveys in the New Learning Experience for the iOS and Android Apps
- Optional surveys can be removed from the home screen as needed using the ... (More actions) icon on the survey card.



The level of impact is Low.

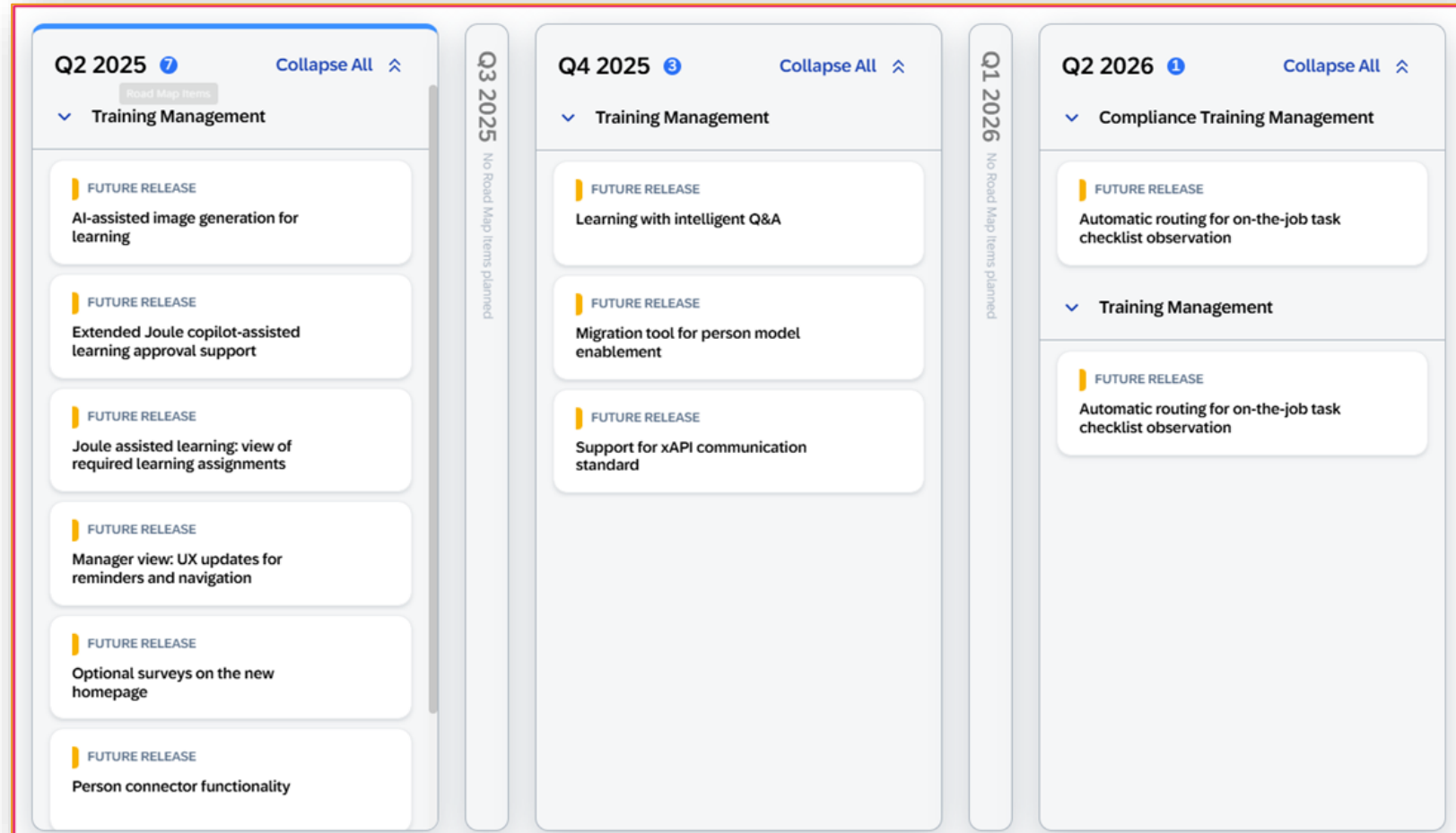


# Product Road Map



# Product Road Map

<https://roadmaps.sap.com/board?PRODUCT=67837800100800006334&range=CURRENT-LAST#Q2%202025>



# Product Road Map

2H 2025 & 1H 2026

<https://roadmaps.sap.com/board?PRODUCT=67837800100800006334&range=CURRENT-LAST#Q2%202025>

The image displays three panels from the SAP Product Roadmap, each showing future releases for a specific quarter. The panels are titled 'Q4 2025', 'Q2 2026', and 'Q2 2026'. Each panel has a 'Collapse All' button and a 'Training Management' section. The releases are categorized as 'FUTURE RELEASE' and include a description, a 'SAP SuccessFactors Learning' tag, and an 'Open' button with an upward arrow icon.

**Q4 2025** 3 Collapse All ⤴

▼ **Training Management**

**FUTURE RELEASE**

**Learning with intelligent Q&A**

Provide an experience through Joule that helps users find direct answers to their questions based on course content from SAP SuccessFactors Learning, with resources and reference links included (premium AI licensing required)

SAP SuccessFactors Learning

Open ⤴

**FUTURE RELEASE**

**Migration tool for person model enablement**

Ability for admins to use a migration tool that would take them through the required activities to enable the person model in their application, initially supporting serial employments (only one active employment at a time)

SAP SuccessFactors Learning

Open ⤴

**FUTURE RELEASE**

**Support for xAPI communication standard**

Adding the ability to communicate learning progress and completion using both:

- Experience API (xAPI) data and interface standard statement
- Current standards already supported

SAP SuccessFactors Learning

Open ⤴

**Q2 2026** 1 Collapse All ⤴

▼ **Compliance Training Management**

**FUTURE RELEASE**

**Automatic routing for on-the-job task checklist observation**

Provide a configurable option to route specific task checklist observations to a user's direct manager upon observation request

SAP SuccessFactors Learning

Open ⤴

▼ **Training Management**

**FUTURE RELEASE**

**Automatic routing for on-the-job task checklist observation**

Provide a configurable option to route specific task checklist observations to a user's direct manager upon observation request

SAP SuccessFactors Learning

Open ⤴





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