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The Ultimate KPI Cheat Sheet for Corporate Learning

What are KPIs in learning?

To understand the impact of your training, you need the right Key Performance Indicators (KPIs). These metrics give you a clear picture of learner progress and help you measure the overall success of your training program.

With TalentLMS's Reports, you can quickly gather actionable insights to fine-tune and enhance your training strategy.

Why are KPIs so important?

KPIs cut through the noise, spotlighting what truly matters for your training program's success. Once you start tracking your training KPIs, you'll be able to:

- Act on learner post-training feedback faster
- Unlock new opportunities to innovate and expand training
- Deliver a more engaging and focused learning experience
- Help learners build the right skills and retain knowledge more effectively
- Allocate your resources better and make the most out of your training budget

1. Volume metrics

Number of users

How many learners are actively engaging with your training platform? High inactivity rates can signal a lack of interest in the training content. To boost engagement, try enabling gamification, sending automated reminders, and regularly updating and expanding your courses.

Number of courses

Learning content must have variety. Relying on just a few mandatory courses might not sustain engagement. To keep learners interested, ensure a steady flow of fresh, up-to-date courses that cover compliance, onboarding, and role-specific training.
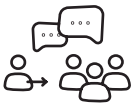
2. User engagement metrics

User sign-up rate

Measure how many learners register for your portal and get insights on the success of your training promotion. This KPI is necessary if you're selling courses or offering non-mandatory training, as it shows how appealing your content is and how many users are eager to start learning over a given period. Monitoring it helps gauge user interest and the effectiveness of your outreach efforts.

User login rate

How frequently do your learners log in to your portal? This provides insights into their engagement levels over time. A drop in logins might suggest a need for reminders to re-engage learners or adjustments to your courses. Monitoring this KPI helps you identify when to refresh content or motivate users to return and continue their training.

Course participation

Track the number of learners who have begun at least one course on your portal to gain insight into how well your training program is being adopted. Identifying users who haven't started a course helps you take action by sending reminders to encourage them to do so and engage with the content.

Course engagement

Measure the number of learners who have completed at least one course, indicating active participation. Course completion and overall engagement should align. This ensures learners are not just starting the course. Instead, they fully commit to and complete the training program.

Course progress

The average percentage of a course your learners have completed provides insights into their training pace. Fast completion may indicate oversimplified content, while slow progress could suggest complexity. This KPI helps identify needed adjustments in your content—adding assessments to gauge understanding or introducing bite-sized modules could do the trick!

Course rating survey

How satisfied are your learners with your course? By using surveys or enabling course ratings, you can gather valuable data on how well your content is received. With TalentLMS, you can create Surveys and gain data to identify areas for improvement for a positive learning experience.

Gamification rates

Track gamification features, like badges, leaderboards, and rewards that influence learner participation and motivation. High engagement rates in gamification indicate that these elements successfully make the learning experience more interactive and enjoyable. Which leads to increased learner involvement and course completion.

3. Learner performance metrics

Course completion rate

What's the percentage of learners who finish courses? Tracking completion rates helps you identify how many learners haven't started, are in progress, or have not passed a course. The course completion rate doesn't only measure user engagement but also learner performance. With these metrics in mind, you can make adjustments that keep your training program on track and improve learner outcomes.

Test pass rate

Gather insights into learners' understanding of the training material. Measure how successfully learners are completing tests and explore their average scores. Low pass rates or scores may suggest the tests are too challenging or that the course content needs clarification. Key metrics to monitor include the number of attempts, passes, failures, and the overall average test score.

Training time

How long do learners spend on each course? With this KPI, identify which courses require the most time to complete. This data can guide decisions on expanding or condensing course content and reveal where learners focus their training efforts.

Employee retention

Track whether employees stay with the company after completing training. High retention rates can indicate successful, engaging training that contributes to job satisfaction.

4. Saving metrics

Cost per employee

Measure the total training expenses divided by the number of learners to understand your investment in each employee's development. This metric helps you evaluate the efficiency of your training program and helps optimize costs.

Training savings

Track the cost savings from online training compared to traditional training methods. Traditional training methods often bring higher logistical costs, so monitoring this KPI helps you understand the financial benefits of your online training program. Key areas to track include subscription costs, content fees, and instructor salaries, and compare with traditional expenses like commuting, printed training materials, and venue rentals. Factoring in session lengths and learner numbers will give you a clear picture of your overall savings.

Focus on the metrics that align with your organization's training goals.

Measure your program's success in one centralized hub with TalentLMS.

Get started