



NUBIS AVIATION TRAINING  
GIVING FUEL TO YOUR SKILLS

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# LMS Capability List

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Ref.	Requirement Description	Nubis Capability
1.	Fully responsive learner interface enabling learners to access system from PCs, laptops, tablets and smartphones	✓
2.	Easy to use with a visually clean and modern learning environment	✓
3.	Fully brandable to support customer's own logo, fonts, images and look and feel	✓
4.	Accepts 3rd party APIs.	✓
5.	Ability to export and import data to and from other applications.	✓
6.	Import tool or other functionality to allow migration of historic data into the tool.	✓
7.	Additional resources (syllabus documents, course preview videos etc) can be attached to course and curriculum content	✓
8.	Learners can enrol or request enrolment in course or cancel their enrolment	✓
9.	Enrolment cancellation deadline for sessions	✓
10.	Learners can review their learning history/completed work	✓
11.	Transcripts (viewable and printable by learners)	
12.	Individual content items can be assigned to individuals and/or groups.	✓
13.	Content can be included as single or multiple curricula	✓
14.	Curricula can include different types of learning content and assessments with control over which elements are mandatory and which are optional	✓
15.	Learner home dashboard (this means that when the learner enters the system, they see a home dashboard that contains high level information, including their current courses)	✓
16.	Learner progress bar or similar	✓
17.	Learners can view entire catalogue and select own courses	✓
18.	Catalogue can be partitioned to restrict certain content to certain user groups	✓
19.	Learners can be assigned materials, videos, etc.	✓
20.	Learners can download materials for offline consumption	✓
21.	Ability to schedule events such as webinars, with queuing and approval workflow	✓
22.	Ability to set up an automated spaced learning schedule for a learner or group of learners based on absolute dates	✓
23.	Ability to set up an automated spaced learning schedule for a learner or group of learners based on relative dates (i.e. dependant on completion of other events in the system)	✓
24.	Ability to restrict content availability to specific date ranges	✓
25.	Learners can like content	✓
26.	Support resources (e.g. instructors, rooms, materials) can be distributed for events	✓
27.	Widgets (internal LMS links and external links)	✓
28.	Configurable by Admin staff to include or exclude selected items / widgets	✓
29.	Tracking data automatically re-synchronised to the LMS on next online connection	✓
30.	Tracking supports SCORM and xAPI content	✓



Ref.	Requirement Description	Nubis Capability
31.	Upload content produced by 3rd party authoring tools (e.g.: Articulate Storyline, Captivate, dominKnow, etc.)	✓
32.	Accepts videos as a standalone	✓
33.	Content from external sites (Pluralsight, Skillsoft, LinkedIn Learning, etc.) can be integrated and included alongside LMS resident content	✓
34.	Can upload and track usage of other types of content in addition to eLearning, e.g. slides, PDFs, books, podcasts	✓
35.	SCORM compatible	✓
36.	Learner can add image, via file (upload) to their Profile page or some other page in the LMS	✓
37.	Learners can leave comments, make suggestions, rank/rate (if available) any content (regardless of format or delivery)	✓
38.	Learner can post questions on any topic in a social area or environment or designated area on within profiles or social wall or some other section	✓
39.	Other learners can respond to the questions (for any topic)	✓
40.	Learners can add media, content or other deliverables to their responses	✓
41.	Learner can share responses to question or questions with other learner or learners or groups, etc.	✓
42.	Other learners can rank / rate the response	✓
43.	Learner profile includes options such as job title, org/dept., contact info, social media connections	✓
44.	Profile can list their skills and/or skillsets	✓
45.	Comes with Profanity/Inappropriate language filter (used by administrator) to remove or extract words, phrases in any comments, topics, etc.	✓
46.	API integration to other social media sites	✓
47.	Learner comments (comment on content, etc.)	✓
48.	Create communities tied to groups	✓
49.	Embed YouTube videos	✓
50.	Embed videos from other sites such as Vimeo	✓
51.	Learners can upload their own videos	✓
52.	Learners can upload their own files (inc. pdf, doc., audio)	✓
53.	Forum / Discussion board	✓
54.	Discussions can be moderated	✓
55.	Facilities management, including resources	✓
56.	Capture resources (instructors, rooms, materials, etc.)	✓
57.	Calendar	✓
58.	Calendar viewable on learner home page	✓
59.	Defined capacity, minimum and maximum availability	✓
60.	Waitlist	✓
61.	Waitlist: Learner drop out, next learner is auto registered and notified via e-mail	✓
62.	When learners register for an event it can be downloaded for inclusion via iCal in Outlook, Gmail and other Internet e-mail platforms	✓
63.	Learners can click on calendar and see seminars/webinars/etc.	✓
64.	Learners can click on calendar, see event and register directly	✓
65.	Comes with web conferencing integration (Example: WebEx, GoToMeeting, etc.). Industry refers to it as "virtual classroom"	✓



Ref.	Requirement Description	Nubis Capability
66.	Workflow features	✓
67.	Tracking of On-The-Job, Continuing Professional Development (CPD) and other informal training activities	✓
68.	Diagnostic tools to identify compliance and competence gaps and recommend or assign appropriate learning	✓
69.	Create competency framework	✓
70.	Map organisational roles to competencies	✓
71.	Map job positions to competencies	✓
72.	Map learning content to competencies	✓
73.	Skill gap analysis assessment and capture capability	✓
74.	Ability to report of skills across organisational units	✓
75.	Ability to display learner competencies graphically for learner and manager	✓
76.	Appraisal forms, goals and objectives	✓
77.	Goals and objectives	✓
78.	360 feedback assessment questionnaires	✓
79.	Company objectives linked to groups and roles	✓
80.	Setting and viewing personal goals	✓
81.	Manager can see their team in a dashboard	✓
82.	Manager can assign training to team and/or individuals	✓
83.	Manager can update on the job training, mark training complete	✓
84.	Administrators can create, modify and cancel a course	✓
85.	Create and assign users to groups	✓
86.	Learning content and curricula can be assigned by job role, region, department	✓
87.	Administrators can set multiple levels of approval (e.g. no approval needed, supervisor approval, instructor approval, etc.)	✓
88.	Capture and manage multiple user attributes (e.g. organisation, department, manager, job role, pass expiry date, clearance expiry date etc.)	✓
89.	Provide multiple levels of administrative access and privileges	✓
90.	Administrator dashboard	✓
91.	Batch upload of learners	✓
92.	Ability to run custom reports	✓
93.	Custom fields are reportable	✓
94.	Export data e.g. .xls, html, csv, pdf	✓
95.	Ability to create Survey's for completion by course attendees	✓
96.	Ability to create Polls	✓
97.	Question types (M/C, T/F)	✓
98.	Multiple Answers	✓
99.	Quiz can include video elements	✓
100.	Can leave comments/responses when learner answers correctly or incorrectly	✓
101.	Limit the number of times assessment can be launched	✓
102.	Ability to weight and grade individual questions within an assessment	✓
103.	Timed Questions / Assessments	✓
104.	Essays can be uploaded by learners	✓
105.	Upon registration of courses, events (webinars/seminars, etc.)	✓
106.	Automatic and customizable email notifications	✓



<b>Ref.</b>	<b>Requirement Description</b>	<b>Nubis Capability</b>
107.	Auto reminders via e-mail	✓
108.	eLearning authoring capability either built in or available as a companion module, enabling full multimedia course creation with branching, complex assessments and choice of SCORM or Experience API output in HTML5	✓
109.	Built-in basic authoring tool that can create quizzes, assessments and surveys and incorporate video elements and output	✓
110.	Integrated eCommerce module	✓
111.	Ability to integrate to existing customer eCommerce sites, shopping basket, etc.	✓
112.	Custom domain	✓
113.	24/7 support	✓
114.	Continuous updates	✓
115.	English	✓
116.	Other languages	✓