



Whether your organization has 1, 100, 1,000, or 100,000+ employees, there's an online learning solution perfect for you!

HOW TO CHOOSE AN LMS

We were recently asked by *Training Tech Talk* for our input on the best practices for choosing (or re-choosing, as the case may be) a Learning Management System (LMS). There are literally hundreds of systems available today. Choosing the LMS that's right for your organization does not need to induce migraines, nor cost an arm, a leg, and the other leg. One of the best things about online learning is its simplicity - - and the process to choose your LMS should be simple as well.

FirstNet Learning recommends that organizations seek out hosted, turn-key, cost-effective solutions from vendors that provide the flexibility to address their specific training needs. Ideally, the LMS provider should offer a complete solution; in other words, their offering should include not only the LMS but also content, both off-the-shelf and custom, as well as add-on modules such as classroom, event, and resource management.

Your LMS should:

- be hosted -- hosted systems are MUCH more affordable in both the short and long term
- be truly hosted – the LMS provider includes all services to make the system run
- support a wide variety of end-user browsers and operating systems
- provide Level 1 user support and Level 2 administrator support
- provide the customization and flexibility your organization needs

Your LMS should not:

- for most organizations, cost more than 5 figures -- in fact, good solutions are available in the low 5 figures; rarely should it cost more
- chronically charge for incidentals – the LMS provider should be your partner and the price should be the price
- take more than 60 days from signing the contract to launch date
- be "one size fits all"...because it never does
- be difficult to implement
- require an organization to hire or appoint employees to manage the system internally

Finding the right LMS is about more than finding the right technology. It's about finding a real online learning *solution* from an organization that will truly be your partner.