

Customer Needs	Complete Insurance Fundamentals	Industry Advantage
Structured industry curriculum	✓	
Variety of learning options with a tailored learning experience		✓
Complete overview of products and operations	✓	
Industry-specific learning paths		✓
Learning paths that can incorporate courses developed by the company or other vendors		✓
Mastery of concepts through testing	✓	
Just-in-time learning options that fit employees' needs over time		✓
Industry-specific learning options at various experience levels		✓
Provides a credential that demonstrates the ability to promote the # or % of employees who earned a certificate	✓	
Single industry solution appropriate for employees across multiple verticals		✓

Complete Insurance Fundamentals (CIF):

The ideal choice as an early onboarding/development tool when:

- 1. The company wants to ensure the same, structured industry curriculum for all new hires**
 - *CIF has a structured curriculum design*
 - *IA offers more flexibility for companies to offer courses freely or recommend/require learning paths*
- 2. A complete overview of both products and operations is needed for all employees**
 - *CIF's structured content provides an overview of products and operations*
 - *IA offers flexibility in how companies or employees use the course options*
- 3. The company places value on ensuring mastery of concepts through testing***
 - *CIF has module exams*
 - *IA courses do not have testing components*
- 4. The company places value on being able to promote the # or % of employees who have completed a globally-recognized industry certificate***
 - *Employees who complete CIF are awarded the FLMI Level 1 Certificate in Insurance Fundamentals*
 - *Industry Advantage does not currently include any certificates or badges for completion of content.*

**Note: may have value for BPOs that have a goal of demonstrating to current or future carrier clients that their employees are well-trained and prepared to support their clients' operations*

Industry Advantage (IA)

The ideal choice as an onboarding/development tool when:

- 1. The company wants to make a variety of learning options available to employees, so they can tailor their own learning experience**
 - *IA is a good choice for companies that value self-directed learning because employees can choose courses based on their own interest and needs*
 - *CIF has a structured curriculum*
- 2. The company wants to design their own industry-specific learning path for employees and/or wants to fully integrate short LOMA-developed courses into a learning path that also includes other courses developed by the company or other vendors**
 - *IA offers the company flexibility to design their own industry onboarding curriculum and create learning paths that include LOMA content and others*
 - *CIF is a single structured course*
- 3. The company wants to provide learning options that fit an employee's needs over an extended period of time — beyond just the onboarding/early development phase — or is hiring employees at various experience levels and wants to make industry-specific learning options available to everyone**
 - *IA courses includes three content categories—foundational, deeper dive, and trending topics—that can be appropriate well after an employee's onboarding is complete*
 - *CIF is most appropriate during a new industry employee's first months on the job*
- 4. The company is looking for a single industry education solution that can be appropriate for employees across multiple verticals**
 - *IA includes content that covers the life, annuities, and workplace benefits verticals*
 - *CIF is appropriate for life and annuities*