



1H 2026 Release Briefing Series

SAP SuccessFactors



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SAP SuccessFactors

Learning Management Solution

1H 2026 Release Briefing





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Agenda

- Most Important Topics
- Other Release Features
- Deep Dive Topic
- Product Road Map

Most Important Topics



Prerequisite and Approval Enforcement for Programs

You can now enforce approvals and prerequisites for programs.

These settings are applied in the *LMS_ADMIN* configuration file under *System Administration > Configuration > System Configuration* and are disabled by default.

There are 2 settings to update and choose from:

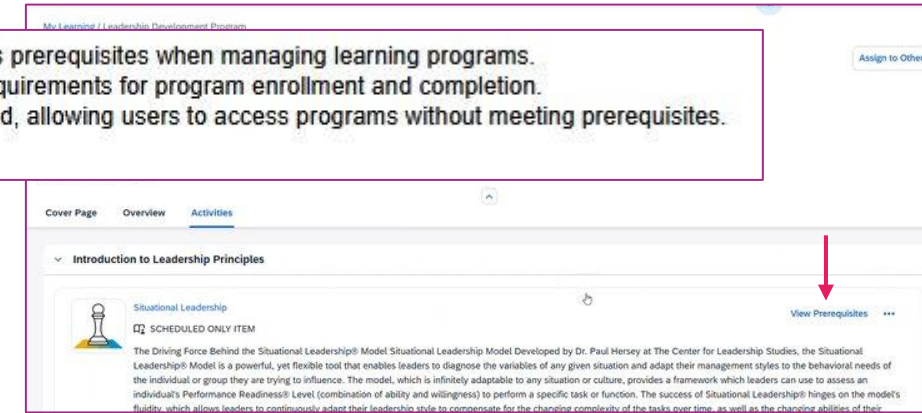
- **To enforce prerequisites**, you need to set to true this option:
honorPrerequisitesForPrograms

Type: Changed

Lifecycle: General Availability

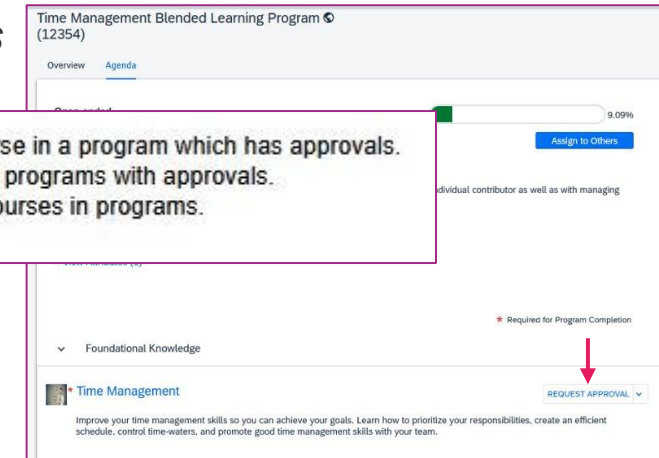
Enablement: Customer configured

This configuration controls whether the system honors prerequisites when managing learning programs.
When set to true, the system enforces prerequisite requirements for program enrollment and completion.
When set to false, prerequisite enforcement is disabled, allowing users to access programs without meeting prerequisites.
honorPrerequisitesForPrograms=false



- **To enforce approval for courses within programs**, you need to set to true the following option: *honorApprovalsForPrograms*

This configuration controls whether the user should be allowed to access course in a program which has approvals.
When set to false (default), users are not restricted from accessing courses in programs with approvals.
When set to true, the system enforces approval requirements for accessing courses in programs.
honorApprovalsForPrograms=false



The level of impact is Medium.

Redesigned Experience for Program and Curricula Pages

A redesigned interface for program details, curriculum details, and curricula status is now available for users in the Learning home page.

By default, this interface is disabled. To enable this, you'll need to set the setting *enableLegacyUIReplacement* to true in *System Administration > Configuration > System Configuration > LMS_ADMIN*.

When the *enableLegacyUIReplacement* is set to **true** the legacy interface for programs and curricula is replaced with the new one:

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

Time Management Blended Learning Program
 (12354)
 Not yet started
 Program Type: Open-ended
 0.00%

Cover Page Overview Activities

Prework
 Please review the following case study prior to attending the scheduled sessions:
[Case Study](#)

7 Effective Time Management Videos

Program Details
 Time Management (TM) is recognized as both a business language and a framework for successful execution. This is successful to drive increased productivity of employees across the organization. Leverage this training at your own pace, beginning with the online components, prework and then continuing into classroom sessions with your peers. These will be available both in person and through webex. Throughout the entire program you will have access to an online community where you can ask questions, find additional details and submit assignments.

Safety & Compliance Requirements
 Curriculum ID: APACS1

Description
 This curriculum covers the introductory safety and compliance requirements for those transferring to any one of our Asia locations.

Curriculum Information
 Priority: Priority 1
 Assigned By: Assigned by Assignment Profile

Curricula Status

Search: Priority: Next Action Date: Expiration Date: [Reset Filters](#)

Curriculum Title	Status	Priority	Next Action Date	Expiration Date	Assigned By	Remove
Leading in Digital Transformation	On Track				System AP	
Business Ethics and Preventing Workplace Harassment	Overdue		1/Jan/2024	1/Jan/2024	System AP	
Ethics, Diversity, and Safety in the Workplace	Overdue	High	1/Jan/2025		System AP	
Safety & Compliance Requirements	On Track	High			System AP	

The level of impact is Medium.



Team View Role Selection Changes

To facilitate the management of the team's learning assignments and requests, the Team View page navigation has been updated.

Now, within the Team View page, the role selection drop-down list has been replaced with a **tab-based navigation** for the Alternate Manager or HR Business Partner roles you may have access to.

Now managers can easily differentiate between their different teams depending on the managerial role they have.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Learning Home Page / Team View

Team View

Search people

My Team Alternate Team **HR Business Partner Team**

- Adrian Thomas
Needs Attention
- John Zackery
Needs Attention
- Linda Pennington
Needs Attention
- Teresa Eby
Needs Attention

The level of impact is Major.

Manager Actions and SF-182 Access in Team View

The Team View now supports more actions for the managers.

As a manager, you can now:

- Manage registrations
- Access SF-182 learning requests
- Access Reports
- View curricula status

Now these additional actions are available in the Team View, while previously, these actions were only available in the legacy experience.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Anna Employee Smith's Learning

Anna Employee Smith (NMN0001)

Status

✘ Curriculum Compliance Expired

[Send Reminder](#) ⋮

[View History](#)

[Assign Alternate Managers](#)

[Change Due Dates](#)

[View External Learning Requests](#)

[View Reports](#)

[View Curricula Status](#)

[Required Learning - This section can be renamed \(9\)](#) [Important Learning \(3\)](#) [Invest in Myself / Self-Assigned \(1\)](#)

Required Learning - This section can be renamed (9)

[Leading in a Global Environment](#)

[Curriculum: Preparing for an Overseas Assignment](#)

My Learning / Team View / Anna Employee Smith's Curriculum Status

Anna Employee Smith's Curriculum Status

Search:

Priority:

Next Action Date:

Expiration Date:

[Reset Filters](#)

Curriculum Title	Status	Priority	Next Action Date	Expiration Date	Assigned By	Remove
Leading in Digital Transformation	✔ On Track				sfadmin, Sing, Aanya	
Business Ethics and Preventing Workplace Harassment	✔ On Track		15/Oct/2026		sfadmin, Sing, Aanya	
> Preparing for an Overseas Assignment	✘ Overdue		2/May/2025		sfadmin, Sing, Aanya	
Safety & Compliance Requirements	✔ On Track	High			sfadmin, Sing, Aanya	

The level of impact is Major.



Other Release Features



Minor Visual Changes in 1H 2026

SuccessFactors made numerous minor visual enhancements in 1H 2026.

The following enhancements are of highlighted for the Learning module, although many less-visible enhancements may have been made:

Impacting user's visibility:

1. Learning cards now display time zones for the users
2. For the mobile app, the ID for the learning activities are now displayed in the search results.
3. The verify course completion button has been updated to provide a clearer indicator for users.

Impacting admin's functionality:

4. You can now generate a direct link to a custom page as an admin, which will ensure that learners are redirected to the intended page.

User visibility changes:

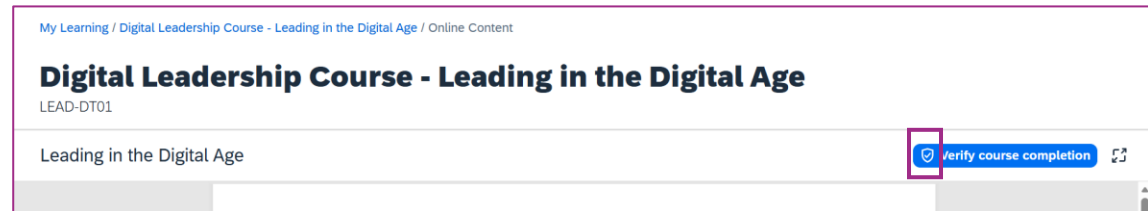
1. Time zones in Learning Cards:



2. Learning activities' ID shown in the search results within the mobile application:



3. Verify course completion button update:



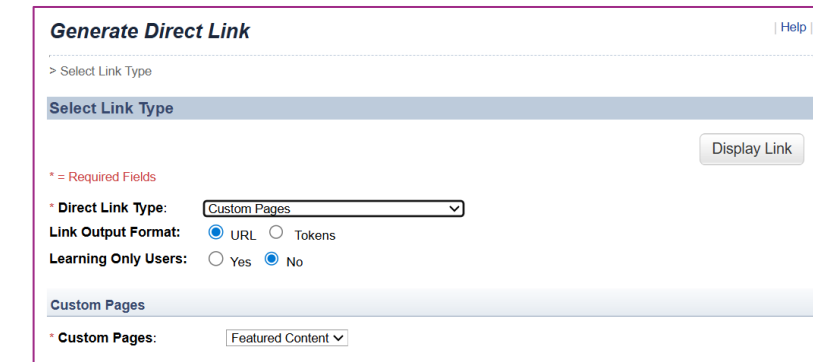
Type: Changed

Lifecycle: General Availability

Enablement: Automatically on

Admin functionality changes:

4. Custom Page direct link generation



The level of impact is Minor.

Quick Access to Learning Details on the Learning Home Page

Learners can now view additional learning details for courses, programs, classes, and curricula directly on the Learning home page **without navigating to the details page.**

These details include the learning ID and type, rating, description, associated skills, and other metadata such as the delivery method.

This is available for the learning cards within the *Required Learning*, *Important Learning* and *Invest in Myself* sections.

This option is **enabled by default**, but you can disable it within *System Administration > Configuration > System Configuration > LMS_ADMIN* setting the value for *displayAdditionalDetailsForLearningCards* to false.

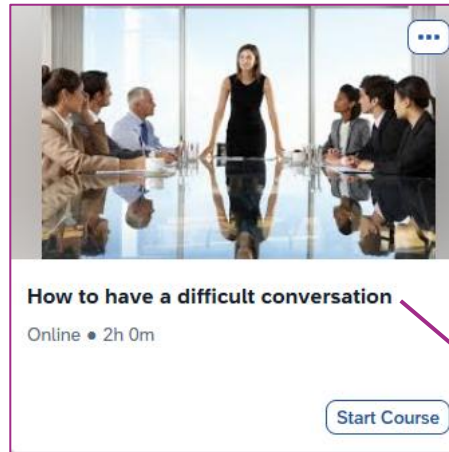
If enabled, the pop-up is opened if the learning title is selected.

This enhancement doesn't apply to approval, survey, task, and custom cards.


Type: New

Lifecycle: General Availability

Enablement: Customer configured



Details



How to have a difficult conversation

ID: COURSE_25 Type: ONLINE

Description
Having difficult conversations in the workplace can be challenging: Balancing empathy with directness requires skill. This course offers strategies and resources designed to help you navigate these conversations effectively.

Delivery Method
eLearning

Associated Skills
Resolving Conflict Collaboration Attentive Listening Communication Excellence

Self Assigned

[Start Course](#) [Remove](#) [Close](#)



The level of impact is Minor.

Enhanced Retraining Experience for Curricula on the Learning Home Page

The retraining experience for a curriculum requirement and a curriculum requirement group has been improved to provide clearer compliance visibility and make it easier for learners to relaunch and track training.

There are 2 enhancements to the curriculum requirements retraining experience for users:

- Improved retraining status on learning cards:

Type: Changed

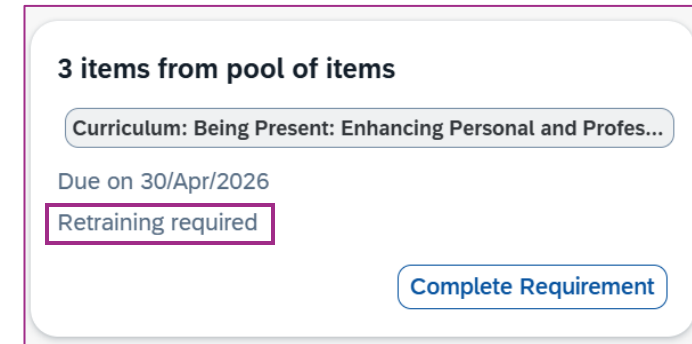
Lifecycle: General Availability

Enablement: Customer configured

How it was Before

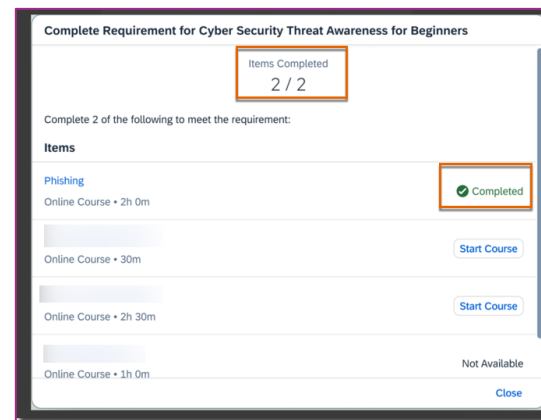


How it looks now

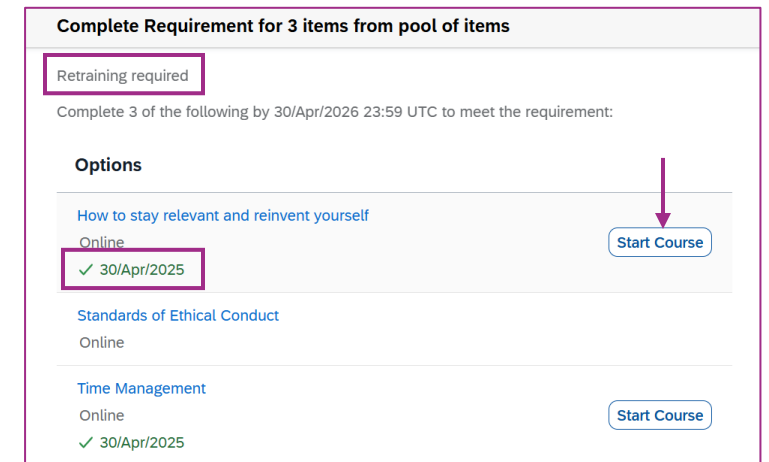


- Relaunch training and completion tracking on the Complete Requirement page:

How it was Before



How it looks now



The level of impact is Minor.

Keyword Search on View All Pages in the Learning Home Page

Within the *View All* pages of the different sections in the Learning Home Page, users can now **filter by learning type, title or ID to easily find their learning activities**, including assignments, task observations, training requests, optional surveys, and bookmarks.

The level of impact is Minor.

The new filtering options are available within the *View All* option for different sections. [SAP Demo](#)

The filters available are different for each section:

- **Required Learning** - You can search by a learning ID, title or type.
- **Important Learning** - You can search by a learning ID, title or type.
- **Requests for Me** - You can search using requester names, learning ID, title or request type.
- **Invest in Myself** - You can search by a learning ID, title or type.
- **Bookmarks** - You can search by a learning ID or title.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

Learning Home Page / Important Learning

Important Learning

Search Type:

Learning Home Page / Bookmarks

Bookmarks

Search

Learning Home Page / Requests for Me

Requests for Me

Search Type:



Enhancements to External Learning Events

We've added new fields to the **External Event entity**, allowing learners, managers, and administrators to provide more comprehensive information when adding external learning events to the learning history.

You can now also **control which fields are displayed** within *System Administration > Configuration > Entity Configuration > External Event*

The following **fields have been added**:

- Additional Details
- Delivery Method
- Category
- Source
- Source URL

Type: Changed

Lifecycle: General Availability

Enablement: Customer Configured

You can now also **control visibility of the fields for External Events** within the *Entity Configuration* functionality. By default, the new fields are not visible.

The screenshot shows the 'Entity Configuration' page for the 'External Event' entity. A table lists various fields with checkboxes for 'Required' and 'Display' status. A red box highlights the 'Additional Details' field, which is currently set to 'Not available' and 'Not displayed'. A red arrow points from this field to the 'Additional Details' field in the 'Add to Learning History' form on the right.

Section Name	Field Name	Required	Display
Not available	Description	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Not available	Completion Date	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Not available	Completion Time	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Not available	Time Zone	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Not available	Grade	<input type="checkbox"/>	<input checked="" type="checkbox"/>

The screenshot shows the 'Add to Learning History' form for the 'External Event' entity. The form includes fields for Description, Completion Date, Completion Time, Time Zone, Instructor ID, and Instructor Name. A red box highlights the 'Additional Details' section, which includes fields for Source, Delivery Method, Category, and Source URL. The 'Additional Details' section is currently collapsed.

Additionally, the following OData APIs now support the new fields:

- public/user/learningHistory/v1
- public/user/userlearning-service/v1
- public/admin/learningevent-service/v1
- public/user/learningevent-service/v1

The level of impact is Major.

Setting to Require Manager for Task Observation

A new task checklist setting that requires task observations to be completed by the learner's primary manager has been added.

When you enable the *Observer Must Be Primary Manager* setting for a task checklist, the Search for observers option and Region filter are hidden on the *Request Observers* page. Instead, the **observer list is limited** to the learner's primary manager, and a **message is included** to inform the user that the observation needs to be done by the primary manager.

You can enable Observer Must Be Primary Manager in *Learning Activities > Items > Tasks > Task Checklist Settings*. When this setting is enabled, *User Can Request Task Observation* must be set to **Yes**, and *Observers Must Be Authorized Instructors* must be set to **No**.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

This setting is also available in the Import Data tool for the Task Entity Type.

Admin view

Task Checklist Settings

Enable Task Checklist:

Enable Notes Field:

Enable Task Duration:

User Can Request Observation: Yes No

Observers Must Be Authorized Instructors: Yes No

Observer Must Be Primary Manager: Yes No

Threshold: *
0

Completion Status: *
SOP-C (Standard Operation Proce... ▼

Failure Status: *
SOP-I (Standard Operation Proced... ▼

Save Cancel

User view

... > New Employee Introduction: Blue-Collar Machine Operations Management / Request Observers

Request Observers

Only your primary manager can complete this task observation. If you don't see a manager listed here, contact your administrator to have one assigned.

Admin EP Niels Peter USER Johansson Request

The level of impact is Minor.

Set Duration for Online Items in Bulk Through Item Connector

You can now add or update the Duration field for online learning items through the Item Connector.

Previously, the only option to import the Duration hours with the connector was the field CPNT_LEN. However, this field is used to classify learning items as Instructor-Led, and therefore it couldn't be used to add the hours for online-only learning items. Now, the new field ONLINE_CPNT_LEN has been added to the item connector to allow Duration hours input for online-only items.

This new connector field is automatically mapped, and its inputs are **reflected in the item Duration hours**, similar to the CPNT_LEN values.

```
item.field.mapping.data.CANCEL_POLICY_ID=CANCEL_POLICY_ID
item.field.mapping.data.SKIP_CONTENT_STRUCTURE_PAGE=SKIP_CONTENT_STRUCTURE_PAGE
item.field.mapping.data.NOTIFY_ASSGMNT_WITHOUT_DUEDATE=NOTIFY_ASSGMNT_WITHOUT_DUEDATE
item.field.mapping.data.USER_CAN_REMOVE_OPT_ASSGNMT=USER_CAN_REMOVE_OPT_ASSGNMT
item.field.mapping.data.ONLINE_CPNT_LEN=ONLINE_CPNT_LEN
```

```
STRUCTURE_PAGE|NOTIFY_ASSGMNT_WITHOUT_DUEDATE|USER_CAN_REMOVE_OPT_ASSGNMT|ONLINE_CPNT_LEN!##!
```

Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

You should use the ONLINE_CPNT_LEN field **only for Online learning items**. For Instructor-Led or Instructor-Led with Online Content (Blended) items, you should keep using the CPNT_LEN field.

The ONLINE_CPNT_LEN field requires the item to have a completion status associated within the online settings or filled-in within the connector.

If you fill the ONLINE_CPNT_LEN for Instructor-Led learning items, the connector will skip that item and provide an exception message.

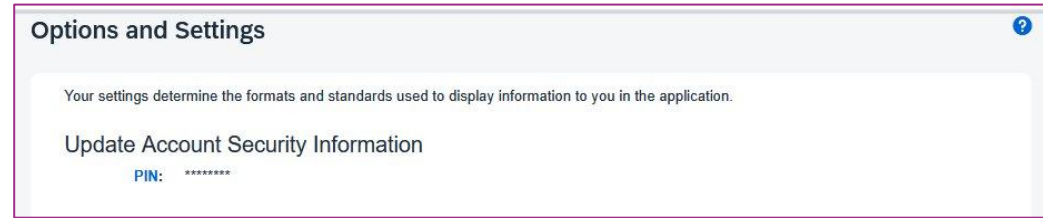
The level of impact is Minor.

Reset E-Signature PIN for Learners in the New Learning Experience

Learners can securely **reset their own e-signature PIN** from the new Learning home page.

The setting will be applied globally, within *System Administration > Configuration > System Configuration > LMS_ADMIN* and is enabled by default.

Under *Options and Settings* in Learning, learners will have the ability to update their PIN for their e-signature.



Type: Changed

Lifecycle: General Availability

Enablement: Customer Configured

When the setting is set to **true** in Learning Administration, learners will get the ability to click on “Forget my PIN”



When the setting is set to **false** in Learning Administration, learners won't get the option to retrieve their PIN



The level of impact is Medium.



Add Open Content Network Items to Default Library

You can configure a default library for each Open Content Network (OCN) provider to automatically assign imported OCN items to a specific library.

When you configure the **libraryID** within *System Administration > Configuration > System Configuration > OPEN CONTENT NETWORK*, items that are imported either automatically or manually for that OCN provider will be placed in that library.

Type: Changed

Lifecycle: General Availability

Enablement: Customer Configured

The screenshot shows the 'Learning Administration' interface. On the left is a navigation menu with 'System Configuration' selected. The main area is titled 'Edit the System Configuration' for 'OPEN CONTENT NETWORK'. It displays configuration details and a code editor. A red box highlights the following configuration line in the code editor:

```
# providers[PROVIDERID] libraryID=LIBRARY_ID
```

This setting is **only applied for items that are imported after it is configured**. All items that were already imported before configuring the libraryID for the OCN were not affected by this setting and therefore are not automatically placed in the library.



The level of impact is Minor.

Person-Centric Experience in Learning for Multiple Employments

Learning administrators can now **manage assignments, completions, history, and employment data at the person level** for learners with multiple employments in Employee Central.

The new person-based model unifies a learner's employments in Employee Central (EC) under a **single, person record in Learning**. This approach reduces administrative overhead and eliminates the need for ongoing manual user merges.

The new *User Merge Assistant* tool helps administrators identifying potential duplicates and reducing errors, ensuring that the user records can be merged successfully. The *Migration Tool Assistant* is then used to initiate the migration.

Type: New

Lifecycle: Restricted Availability

Enablement: Contact Product Support

After the migration is complete, administrators use the *Person Connector* to ensure **accurate mapping of employment-related fields between EC and Learning**. In Learning Administration, the *Employments* tab displays the **learner's primary and secondary employments, along with new employment-specific fields** that are available as assignment profile attributes.

Regardless of which employment learners use to access Learning, they can **view and act on all assignments, pending approvals, and completions from a single user account**. Managers also see a **consolidated team view** and can track compliance and assignments for subordinates with multiple employments.

This feature is currently **only available by request** and cannot be configured until the request is approved. For details about the request process and prerequisites, please see [this post](#).

The level of impact is Major.



Other Release Features

Here are other updates delivered during this release

- **Enhancements to Multiple Employments REST API** → The Multiple Employments REST API provides a structured response, supports \$select to retrieve specific fields, and introduces the actingAs parameter. It also enables filtering by userId, and the person object includes fields such as personIdExternal, firstName, lastName, and displayName.
- **Credit Hours Supported in Open Content Network OData API** → The API now supports creditHours when posting OCN items to SAP SuccessFactors Learning. The creditHours parameter is optional and supports numeric values. You can use it in the request payload to add or update the Credit Hours field in the Items Details section of an OCN item. *Note: Validated (vSaaS) customers can include creditHours in API payloads for validated instances starting in the 2H 2026 release.*
- **Pre-Calculated Program Completion Data in Reports** → You can now access program completion percentages from a pre-calculated database view through Data Extract Services, resulting in faster report generation. In the previous version, you calculated program completion percentages at runtime using the GetProgramCompletionPercentage operator, which resulted in slower reports and higher system resource consumption.
- **Retain Item Details in Curricula During Item Revisions** → You can retain initial and retraining assignment data for items in a curriculum during revisions through the Item Connector. The retainCurriculaSettingsOnItemRevision property retains existing curriculum-item assignment settings during connector-based item revisions, even when the values differ from the item-level settings. By default, this setting is disabled, but can be enabled in *System Administration > Configuration > System Configuration > CONNECTORS*

Other Release Features - AI



AI-Assisted Ratings for Inferred Skills

Leveraging generative AI capabilities, you can extract ratings for skills inferred through the *AI-assisted skills inference for Learning* feature.

The *AI-assisted ratings for inferred skills* feature infers skill ratings using titles and descriptions of learning items and programs, aligning them with the relevant proficiency levels defined in the Attributes Library.

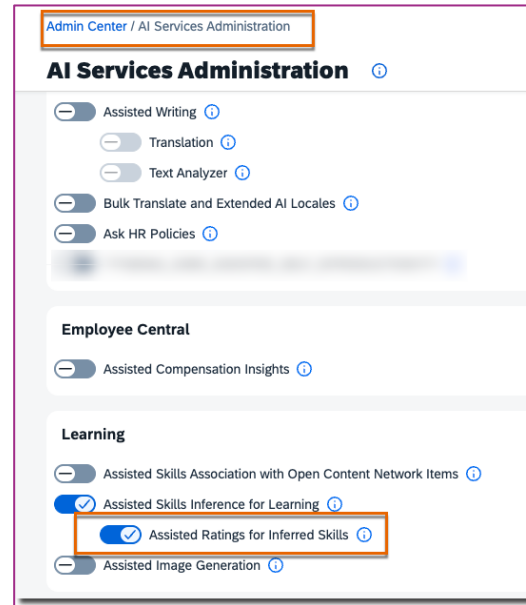
This option is **disabled by default** and can be enabled in *Admin Center > AI Services Administration* page.

For accurate inference results, we recommend **maintaining clear and well-defined titles and descriptions** for items and programs.

Type: New

Lifecycle: General Availability

Enablement: Contact Customer Engagement Executive or Account Manager



The AI-generated skill ratings are available on the new *Assisted Skills Inference* page, where you can **review the inferred skills and ratings** and then associate them with items and programs. The associated skills and ratings appear in the Attributes section of the Items and Programs pages.

Prerequisites:

- You've purchased the AI units license. For more information about AI units license, please contact your Account Executive.
- Enable *Assisted Ratings for Inferred Skills* in the *Learning* section (under the *Assisted Skills Inference for Learning* option) from *Admin Center AI Services Administration* if you want to include AI-assisted ratings for inferred skills.
- Ensure that your learning items and programs include a title and description.
- Ensure that you've upgraded to *Talent Intelligence Hub* and the integration between *Learning* and *Talent Intelligence Hub* is completed.



The level of impact is Major.

Review AI-Inferred Skills and Ratings Before Associating With Learning

You can create skills inference requests for items and programs, monitor their progress, and review inferred skills and ratings before associating them with learning. In addition, you can also manually add skills from the Attributes Library in the *Manually Added Skills* section.

Once skills are associated, the action can't be reverted from the *Assisted Skills Inference page*, but you can adjust the associated skills and ratings in the *Attributes* section on the *Items* and *Programs* pages.

Your inference requests can't be deleted once created. They're retained for up to six months and are automatically deleted.

The level of impact is Major.

The following updates have been made as part of the enhancement:

- The *AI-assisted skills inference* for Learning extracts skills and ratings now use both learning title and descriptions. Therefore, these should well defined and maintained.
- The Skills Inference option has been removed from the Entity Type dropdown on the Import Data and Export Data pages, since it is no longer supported.

The general process is:

1. Create a request within the *Assisted Skills Inference* page, which triggers the inference process. Initially, Status will be *In Progress*.
2. Once the inference is complete for at least one learning entry, the Status will change to *Ready for Review*, allowing you to access the inference details.
3. On the *Inference Details* page, you can review the inferred skills for entries marked **Ready for Review**.
4. After completing your review, you can **associate the relevant skills and ratings** using the *Skill Association* toggle with the learning.

Type: Changed

Lifecycle: General Availability

Enablement: Contact Customer Engagement Executive or Account Manager

The screenshot displays the 'SDLC course set inference' interface. At the top, it shows 'Inference Completed: 3', 'Inference Failed: 0', and 'Request Review Status: Ready for Review'. Below this is the 'Inference Details' section for 'Efficient Open SQL Programming', which lists 'Advanced Business Application Programming (ABAP)_1, Architecture_1, Databases, Database Servers +2' as inferred skills. A 'Review Status' dropdown is set to 'Ready for Review'. The main section is titled 'Efficient Open SQL Programming' and shows 'Review Status: Ready for Review', 'Total Inferred Skills: 6', 'Skills Pending Confirmation: 4', and 'Manually Added Skills: 0'. It features two tabs: 'Inferred Skills' (selected) and 'Manually Added Skills'. Under 'Inferred Skills', there is a table with columns for Skill Name, Skill Description, Rating, and Skill Association. Two skills are listed: 'Advanced Business Application Programming (ABAP)_1' with a rating of '3 - Proficient' and 'Architecture_1' with a rating of '3 - Proficient'. Both have a 'Pending' status for skill association.

Prerequisites:

- Enable *Assisted Skills Inference for Learning* in the Learning section from *Admin Center AI Services Administration*.
- Enable *Assisted Ratings for Inferred Skills* in the Learning section (under the *Assisted Skills Inference for Learning* option) from *Admin Center AI Services Administration* if you want to include AI-assisted ratings for inferred skills.
- You've purchased the AI units license. For more information about AI units license, please contact your Account Executive.
- Ensure that your learning items and programs include a title and description.
- Ensure that you've upgraded to Talent Intelligence Hub and the integration between Learning and Talent Intelligence Hub is completed.

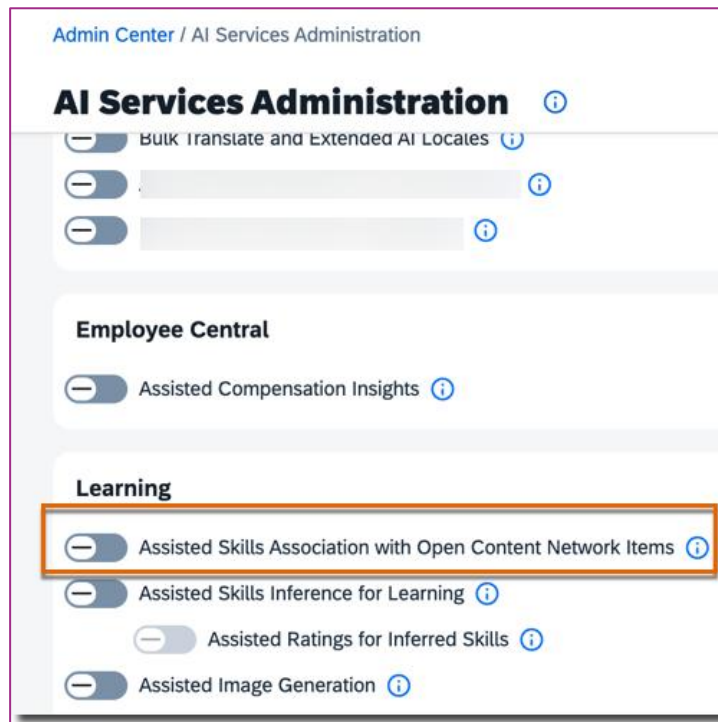


The "Assisted Skills Association With Open Content Network Items" Feature is Generally Available

The "AI-assisted skills association with Open Content Network Items" feature was early adoption, but it is now generally available.

This feature **standardizes the skills provided by Open Content Network (OCN) providers, aligning them with the skills defined in the Attributes Library.** As OCN items are imported—either manually or through auto-import—the standardized skills are then associated with the items.

It is recommended that you use this feature together with the **AI-assisted skills inference for Learning** feature.



Type: New

Lifecycle: General Availability

Enablement: Customer configured

Prerequisites:

- You've purchased the AI units license. For more information about AI units license, please contact your Account Executive
- You've imported skills and ratings for OCN items using the API call.
- Ensure that the integration between Learning and SAP SuccessFactors Platform is sealed.
- You've upgraded to Talent Intelligence Hub and the integration is complete.
- You've enabled the Assisted Skills Association with Open Content Network Items option in the Learning section from Admin Center > AI Services Administration.

The level of impact is Major.

Updates to Extended AI Locales

Generative AI now supports additional locales for translation, and AI-translated locales can be used in more areas across the SAP SuccessFactors suite, including SAP SuccessFactors Learning.

For Learning, only system base labels are translated, while customer-defined labels are not supported.

The following locales have been added to the list of supported locales for AI translation:

- Bengali (bn-BD)
- Khmer (km-KH)
- Lao (lo-LA)
- Maori (mi-NZ)
- Uzbek (uz-Latn-UZ)

To review and manage the **AI-translated labels used in LMS**, navigate to the **Learning** tab on the *Translation Revision* page.

Type: New

Lifecycle: General Availability

Enablement: Contact Customer Engagement Executive or Account Manager

Admin Center / Manage Languages / Translation Revision

Translation Revision for Bosanski (Bosnian Latin)

HCM Core **Learning** Mobile Untranslated Items

Enter message key or label

Once modified, the translation appears in the Customized tab. Please allow for up to 24 hours for the customization to take effect.

All Customized Modify Discard ↑ ↓

<input type="checkbox"/>	Message Key	English US (English US)	Bosanski (Bosnian Latin)	Custom Translation	Actions
<input type="checkbox"/>	notification.ilxTrainingCombin...	Please complete this training, which you can access from the Learning home page, at ...	Molimo vas da završite ovu obuku, kojoj možete pristupiti sa početne stranice za ...		Modify
<input type="checkbox"/>	notification.ilxTrainingCombin...	Best regards,	Srdačan pozdrav,		Modify
<input type="checkbox"/>	notification.tagDesc.ilxTraining...	Supervisor display name to show in email footer	Ime nadređenog za prikaz u podnožju e-pošte		Modify
<input type="checkbox"/>	notification.tagDesc.ilxTraining...	Title of course, program, curricula items, or curricula requirement pools that is overdue	Naziv kursa, programa, kurikuluma ili zahtjeva kurikuluma koji je istekao		Modify
<input type="checkbox"/>	notification.tagDesc.ilxTraining...	Supervisor display name to show in email footer	Ime nadređenog za prikaz u podnožju e-pošte		Modify

Give Feedback

Prerequisites:

- You've purchased the AI units license. For more information about the AI units license, please contact your Account Executive.
- You have enabled Bulk Translate and Extended AI Locales in Admin Center AI Services Administration.
- You've consented to the AI Usage Acknowledgment Statement.



The level of impact is Major.

Other Release Features - Mobile



Curricula Status in Learning for Mobile Apps

Learners can now view curricula assignments and track compliance status in the SAP SuccessFactors Mobile iOS and Android apps.

This is displayed at the top of the Learning home page screen when applicable, and there are three possible status:

- Curriculum Compliance Current
- Curriculum Compliance Ending (meaning action is required in the next 30 days)
- Curriculum Compliance Expired

However, the Curriculum Details page is not yet available in the mobile app and needs to be accessed through a web browser.

The level of impact is Major.

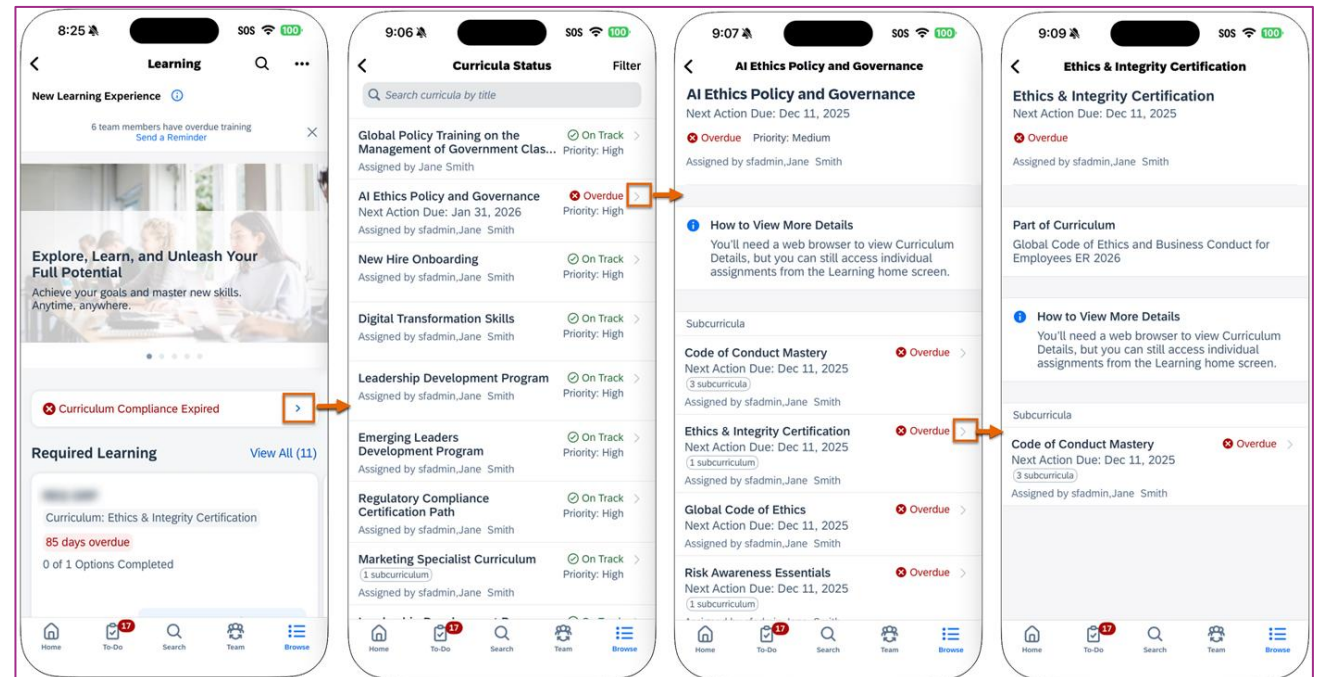
Learners can select the curriculum compliance status to open the **Curricula Status** screen, where all assigned and self-assigned curricula are listed, including the *curriculum title, status, next action date and expiration date (when available), assigned by, and priority* information.

The curricula can be filtered by due date, status, or expiration date, or searched by curriculum title. Optional or self-assigned curricula can be removed directly from this screen.

Type: New

Lifecycle: General Availability

Enablement: Automatically on



Mobile App Support for Observer Search in Learning

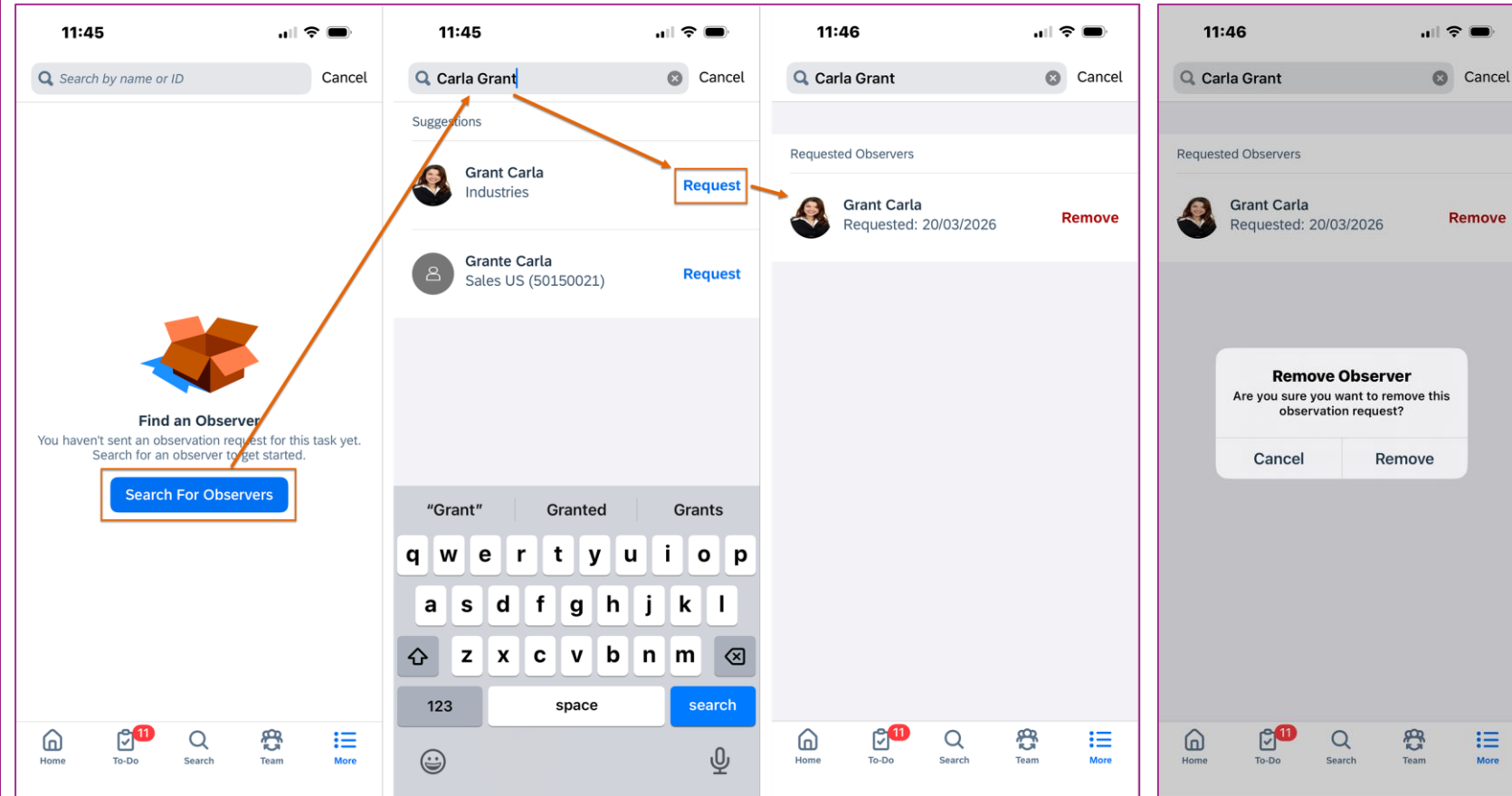
Learners can now search for and add task observers in the SAP SuccessFactors Mobile iOS and Android apps.

On the **Search for observers** screen, learners can now find an observer by name or ID and nominate them to complete a task observation. Users can also withdraw observation requests.

Type: New

Lifecycle: General Availability

Enablement: Customer configured



The level of impact is Minor.

Other Release Features - Mobile

Here are other updates for Mobile delivered during this release

- **Removal of New Learning Experience Banner and Switch in Mobile Apps** → The switch that allowed for navigation between the new and legacy experiences has been removed from the mobile app settings on both iOS and Android devices. Also, the New Learning Experience informational banner that previously appeared at the top of the Learning home screen has been removed.
- **Validated Learning Apps for Android Mobile Users** → Validated (vSaaS) customers can now download the SAP Validated Learning and SAP Validated Learning Preview apps from the Google Play Store to access SAP SuccessFactors Learning on Android devices. These apps, along with the SAP Validated Learning apps for iOS, receive annual updates that include the prior year's Learning features. This release schedule, separate from the SAP SuccessFactors Mobile app, helps ensure that vSaaS customers have additional time for review and testing to meet strict validation requirements.

Other Release Features – Other Modules



New Manage Super Admin Access Tool

You can now **manage super admins for both Learning and Platform** from a unified access management page using the new *Manage Super Admin Access* admin tool.

Previously, you managed super admins (only for Platform) in *Manage RBP Admin and Super Admin Access*. This tool is now split into two: *Manage Super Admin Access* and *Manage RBP Admin Access*.

If Learning is sealed, you can also enable all existing super admins with Learning admin access. You can do with the ***Grant Manage Learning Admin access to all existing super admins*** option. Please note that this is a **one-time action and can't be disabled after activation**.

The level of impact is Major.

How it looked before

The screenshot shows the 'Admin Center' page for 'Manage RBP Admin and Super Admin Access'. It includes a navigation bar with 'Back to Admin Center' and 'Go To Customer Community Admin Resources'. A blue information box states: 'RBP Admin View access is subdivided into View Group and View Role, while RBP Admin Edit access is subdivided into Edit Group and Edit Role. If you want to enable RBP Admin View access for a user, grant both View Group and View Role to the user. If you want to enable RBP Admin Edit access for a user, grant both Edit Group and Edit Role to the user.' Below this, a table lists users with columns for 'First Name', 'Last Name', 'Allow Access to Manage Provisioning Access Page', 'Allow Access to This Page', 'Super Admin', 'View Group', 'View Role', 'Edit Group', 'Edit Role', 'Notify This User', and 'Username'. The table has 10 items per page and is on page 1 of 2.

Type: New

Lifecycle: General Availability

Enablement: Automatically on

How it looks now

The screenshot shows the 'Admin Center / Manage Super Admin Access' page. It features a title 'Manage Super Admin Access' and a sub-header 'You can manage super admin users and their permissions. Users fall into two categories based on their permission levels: "admin overseers" > "super admins."'. A blue information box states: 'To verify if the super admin has successfully synced to Learning and has access to admin functionality, go to Learning Administration > System Administration > Security > Administrators.' Below this, a toggle switch is set to 'Enable' for 'Grant Manage Learning Admin access to all existing super admins.' A note says: 'Once you enable this option, it can't be disabled.' A table titled 'Super Admins (316)' lists users with columns for 'User Assignment ID', 'Display Name', 'Admin Type', 'Access Granted', and 'Actions'. The 'Access Granted' column shows 'Manage RBP Admin and Super Admin Access' and 'User Search' for Admin Overseers, and 'Manage RBP Admin and Super Admin Access', 'User Search', 'Manage Provisioning Access', and 'Manage Learning Admin Access' for Super Admins. A red arrow points to the 'Manage Learning Admin Access' link. The 'Actions' column contains edit and delete icons.



Data Anonymization Support for External Learners in Instance Refresh Tool

The Instance Refresh Tool now includes enhanced data anonymization capabilities specifically for Learning data.

The Instance Refresh Tool now supports anonymization of external learner user information when refreshing instances with SAP SuccessFactors Learning enabled. When you navigate to the Data Anonymization section, you'll see a new checkbox **Anonymize External Learner User Information**, which only appears when SAP SuccessFactors Learning is selected in the *Products to Refresh* section.

This new option is checked by default to ensure data protection.

The level of impact is Major.

This enhancement addresses **compliance requirements for data protection**, ensuring that administrators can safely refresh instances without exposing sensitive learner information in non-production instances.

Type: New

Lifecycle: General Availability

Enablement: Customer configured

Admin Center

Search for actions or people

Back to: Admin Center

Create Instance Refresh Request

Source Datacenter: DC25 Target Datacenter: DC25

Source Environment: QACAND Target Environment: QACAND

Source Company ID: IRTest2 Target Company ID: IRTest1

[Add New Pair](#) [Delete Pair](#)

Products to Refresh:

- SAP SuccessFactors HCM Suite
- SAP SuccessFactors Learning

Refresh Schedule Date:

Configure User or Employee Sync Between SAP SuccessFactors HCM Suite and SAP SuccessFactors Learning

- Employee Export Job
- Employee Sync Through Integration Center Job

Data Anonymization

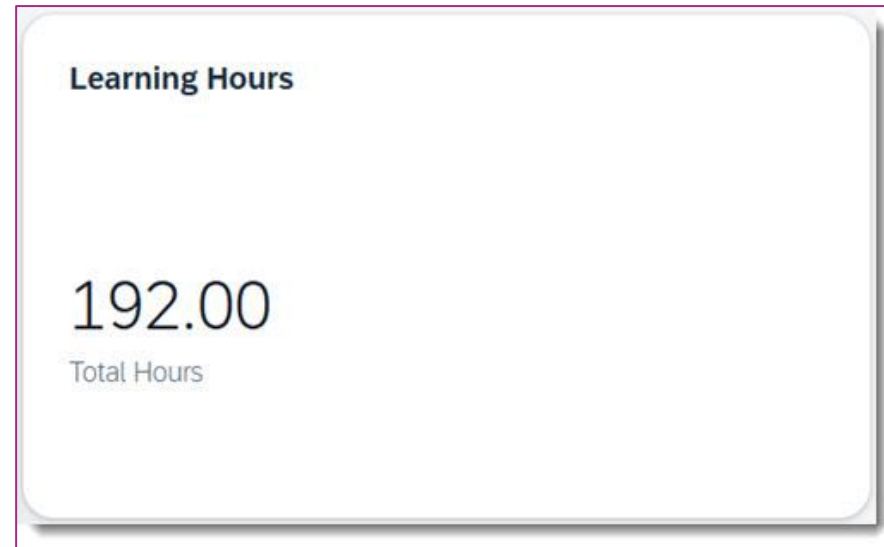
- Anonymize External Learner User Information

Enhancements to Analytic Cards on the Latest Home Page

Within the different enhancements made to analytic cards on the Latest Home Page, there's a new Total Learning Hours card available.

You can now use a new analytic card Total Learning Hours on the latest home page. It displays the **employee's total learning hours for the year-to-date**.

In this example, the default title has been changed to "*Learning Hours*".



Type: Changed

Lifecycle: General Availability

Enablement: Customer configured

Prerequisites:

- *The latest home page is enabled, at Admin Center > Company System and Logo Settings > Enable the latest Home Page experience.*
- *Story Reports are enabled, configured in the system, and available in your region.*

The level of impact is Minor.

Deprecated Features



Deprecated Features

Find below the list of features that are/will be deprecated this release:

- Deprecation of Free-of-Charge Subscriptions
 - *The ability to create a free-of-charge subscription to override all pricing within a library will reach End of Maintenance on May 17, 2024 and will be Deleted on May 14, 2027.*
- Deprecation of SuccessFactors Learning Token Server
 - *SAP recommends moving your integration's authentication to OAuth 2.0 or OpenID Connect by November 20, 2026*
- Deprecation of Legacy Learning Search
 - *Legacy Learning Search will be Deleted on May 14, 2027*
- Deprecation of Support for Webex Training Center
 - *SAP recommends to transition to a supported VLS vendor by November 13, 2026*

Find below the list of features that are deleted this release:

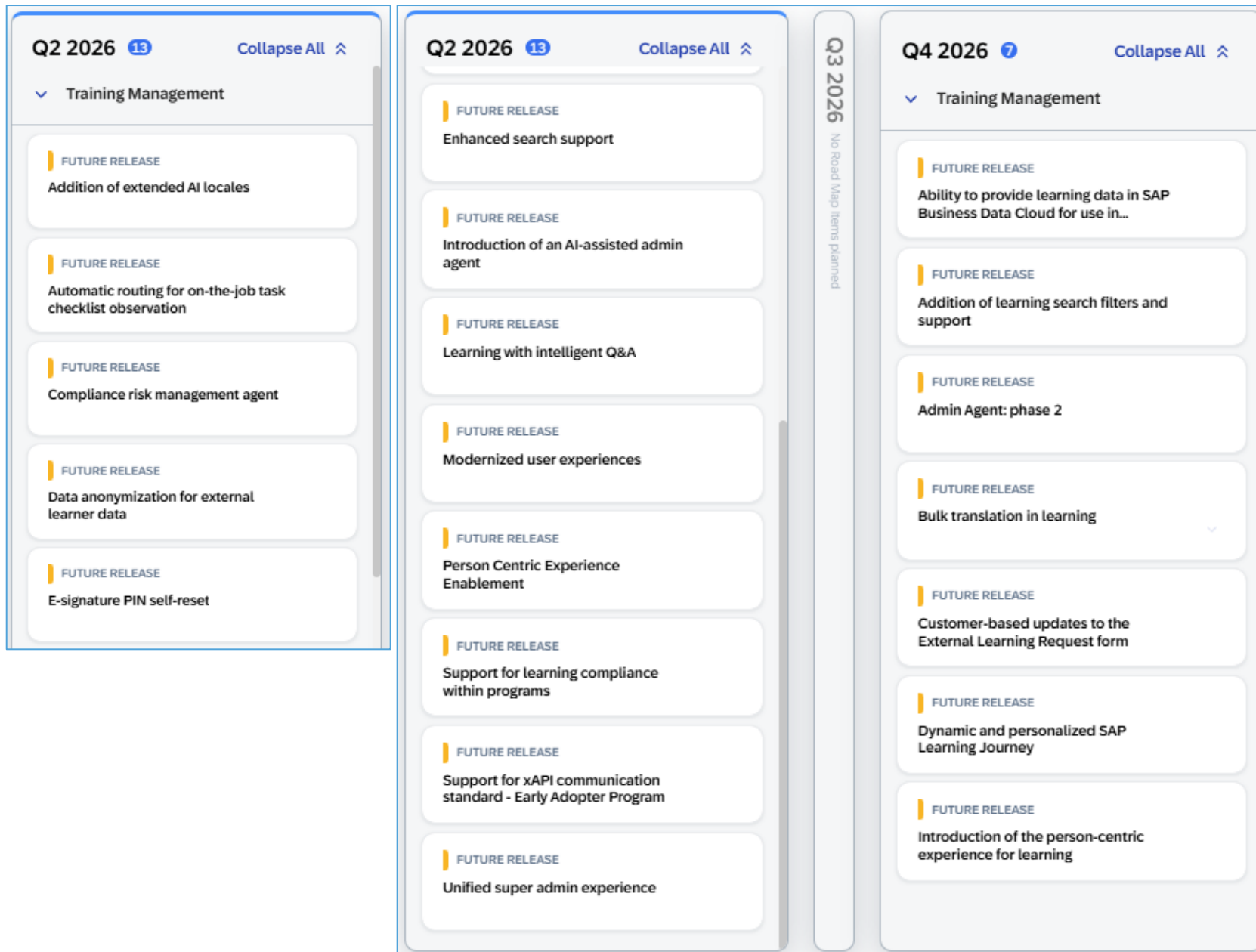
- Opt-In Setting to Horizon Visual Theme for Learning is Deleted
 - *As of May 15, 2026 all Learning environments will automatically be configured to use the Horizon visual theme.*

Product Road Map




Product Road Map

LMS features on the SAP Road map



Product Road Map

LMS features on the SAP Road map


Q2 2026 13 Collapse All 

Training Management

FUTURE RELEASE
Addition of extended AI locales

Leverage AI-generated extended locales from SAP SuccessFactors Learning


SAP SuccessFactors Learning

Open 

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 


FUTURE RELEASE
Compliance risk management agent

Leverage AI-enabled compliance assistance to proactively monitor training statuses, prompt employees to complete required learning on time, and provide step-by-step guidance to maintain compliance

Give managers real-time visibility into team compliance health and the ability to quickly follow up with AI-supported reminders

SAP SuccessFactors Learning


Open 

Q2 2026 13 Collapse All 

FUTURE RELEASE
Data anonymization for external learner data

Extend the data anonymization feature in the Instance Refresh Tool (IRT) to target external learner user data

SAP SuccessFactors Learning

Open 


FUTURE RELEASE
E-signature PIN self-reset

Leverage a self-service e-signature PIN reset capability from the "User options and settings" page in the learning management system

Enable users who forget their e-signature PIN to initiate a reset which triggers a link via email

Invalidate old PINs, log users out, navigate to the login screen again, and set a new PIN by clicking the link


SAP SuccessFactors Learning


Open 

FUTURE RELEASE
Enhanced search support

Extend enhanced search to all environments, including validated software as a service (VSaaS) and SAP NS2 Secure Data Cloud

SAP SuccessFactors Learning

Open 

Q2 2026 13 Collapse All 


FUTURE RELEASE
Introduction of an AI-assisted admin agent

Enable learning administrators to create assignment profiles using simple natural language requests

Assign a single course by describing who should receive it using some standard employee attributes (phase 1), after which the system interprets the request, generates a structured assignment profile, previews the impacted users, and requires human approval before activation

Control access via feature flags and admin permissions to help ensure a safe and incremental rollout


SAP SuccessFactors Learning

Open 

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 



Product Road Map

LMS features on the SAP Road map

Q2 2026 13 Collapse All

FUTURE RELEASE

Modernized user experiences

Series of improvements across high-touch areas of the integrated learning experience, including:

- New curricula status and details
- Updated program details
- Improved clarity and usability in curriculum requirement pools
- Ability to search by keywords or names in various sections of the new learning home page
- Snack view that provides more contextual info about a learning entity without navigating away from the learning home page

SAP SuccessFactors Learning

Open

FUTURE RELEASE

Person Centric Experience 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

Q2 2026 13 Collapse All

FUTURE RELEASE

Support for learning compliance within programs

Enable full support for item-level prerequisites and approvals within programs

Avoid having configured processes such as approvals and prerequisites tied to individual learning items and therefore bypassed when those items are part of a program (which results in learners completing courses without meeting required conditions, as well as compliance gaps and misalignment with customer expectations)

SAP SuccessFactors Learning

Open

FUTURE RELEASE

Support for xAPI communication standard - Early Adopter Program

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

- Experience API (xAPI) data and interface standard statement
- Current standards already supported
- Early adopter program will run throughout 2026 with full feature delivery planned for 1H 2027

SAP SuccessFactors Learning

Open

FUTURE RELEASE

Unified super admin experience

Manage the super admin lifecycle across the SAP SuccessFactors platform and SAP SuccessFactors Learning

SAP SuccessFactors Learning

Open

Product Road Map

LMS features on the SAP Road map

Q4 2026 [Collapse All](#)

▼ Training Management

FUTURE RELEASE

Ability to provide learning data in SAP Business Data Cloud for use in workforce analytics

Provide learning data in SAP Business Data Cloud so that customers can create workforce analytics using learning and other suite data as per their organizational requirements

SAP SuccessFactors Learning

[Open](#)

FUTURE RELEASE

Addition of learning search filters and support

Provide new learning search filters such as language and proficiency
Improve category support

SAP SuccessFactors Learning

[Open](#)

FUTURE RELEASE

Admin Agent: phase 2

Expanded AI-assisted Admin Agent to support more advanced and flexible targeting capabilities
Custom attribute support, introduced in this phase, enabling administrators to target employees using company-specific data fields beyond standard system attributes

SAP SuccessFactors Learning

[Open](#)

Q4 2026 [Collapse All](#)

FUTURE RELEASE

Bulk translation in learning

Adoption of a central AI-powered bulk translation tool for items, programs, and curricula

SAP SuccessFactors Learning

[Open](#)

FUTURE RELEASE

Customer-based updates to the External Learning Request form

Enhance the External Learning Request form based on customer feedback

SAP SuccessFactors Learning

[Open](#)

FUTURE RELEASE

Dynamic and personalized SAP Learning Journey

Provide employees with an option to create AI-enabled and AI-assisted SAP Learning Journeys

SAP SuccessFactors Learning

[Open](#)

FUTURE RELEASE

Introduction of the person-centric experience for learning

Shift learning from an employment-based model to a person-based model to maintain a consistent record of an individual's learning history, completions, and progress
Note: The person-centric experience for learning is now available to all customers through an admin opt-in. To enable the feature, admins must go through a migration process.

SAP SuccessFactors Learning

[Open](#)





Thank you

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