



FLA's e-Learning platform: Courses, pricing, and benefits

Guide for non-FLA member organizations

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FLA e-Learning overview

The [Fair Labor Association](#) (FLA) has comprehensive e-Learning content available on its e-Learning platform and through individually licensed courses. This document explains how FLA provides its e-Learning courses to non-FLA member organizations (also referred to as subscribers); how organizations can gain access for their staff and/or suppliers; and the pricing structure for various e-Learning packages.¹

FLA's e-Learning platform features a rich course catalog tailored to the needs of a variety of companies, organizations, and individuals who seek to deepen their knowledge of social compliance and human rights due diligence (HRDD). Online courses and recorded webinars cover a wide range of topics, such as child labor, forced labor, grievance mechanisms, responsible retrenchment, and more (see Annex 1 for the full list). Additionally, new courses are regularly added to the platform.

The FLA e-Learning platform currently has more than 4,000 users representing industry-leading brands from the apparel, garment and footwear sectors, small businesses in the university merchandising industry, and individual factories and suppliers.

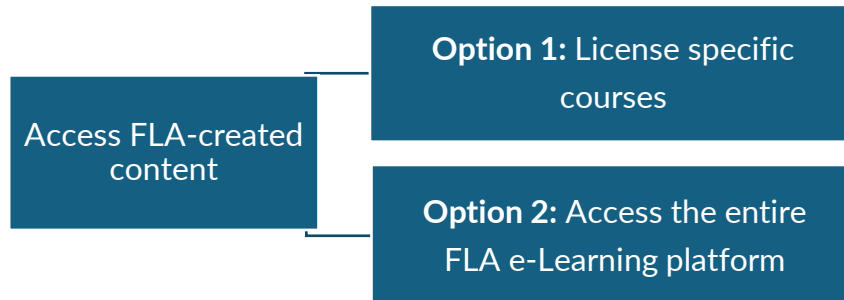
Enhance your understanding of labor rights with targeted trainings:

- Learn from FLA's leadership, research, and expertise gathered from 25+ years of working to ensure that fair working conditions are the standard, not the exception.
- Build a cohesive understanding among your staff on crucial social compliance and HRDD topics through access to FLA's e-Learning content and additional tools and resources.
- Help your suppliers enhance their knowledge of labor standards and HRDD processes, enabling improved working conditions within their facilities and supply chains.
- Access online content presented in simple, easy-to-understand language. Course modules include post-training quizzes to reinforce the lessons.
- Receive regular progress updates from staff and suppliers about course completion.
- Generate course completion certificates for each user, helping staff and suppliers communicate about their HRDD trainings to peers and their broader professional network.
- Take courses anytime, anywhere, on any device. The FLA e-Learning platform is user-friendly and easy to navigate. All online courses are self-paced.

¹ Note that these instructions are for non-FLA member organizations only. FLA members and affiliates already have access to the FLA e-Learning platform with their annual membership. Please contact elarning@fairlabor.org with any questions.

Types of access to e-Learning content

Below are the two options for non-FLA member organizations that want to access FLA-created courses and webinars (listed in Annex 1):



Option 1: License specific courses

Your organization can license specific FLA-created courses for your staff and/or suppliers. With this option, you pay a fee of \$1,000 per course per year. FLA will send you the licensed course (a SCORM file, otherwise known as a course back-end file), which you can host on your own organization's platform for users to access.² The license is renewed annually.

To begin the process of licensing specific courses, contact learning@fairlabor.org.

Option 2: Access the entire FLA e-Learning platform

Your organization can also choose to access the full suite of FLA-created courses and webinars on the e-Learning platform for your staff and/or suppliers. With this option, you pay an annual fee and FLA will create e-Learning accounts for included users.

The following steps outline the process of enrolling in the FLA e-Learning platform:

² A Shareable Content Object Reference Model (SCORM) file is a folder containing the complete content of an online course.



Step 1: Discuss your organization’s e-Learning needs with FLA and agree on the courses that users will have access to.

Your organization can choose to gain access to the full suite of 20+ courses and recorded webinars for your own staff and/or suppliers, or decide to create a specific subset of selected courses customized to your organization’s needs. For example, FLA offers the option of creating tailored curriculum for suppliers and employees of individual brands.

Next, your organization determines the enrollment cadence for these courses, such as offering users self-paced enrollment or providing a sequenced curriculum with weekly or quarterly releases and deadlines.

Additionally, your organization and FLA will agree on the cadence of progress reports that FLA needs to prepare. You will be informed about which users (including both organizational staff and suppliers) have completed the courses based on the agreed-upon schedule.

Step 2: Prepare a list of your staff and/or suppliers who need platform access.

Your organization compiles a comprehensive list of users who require accounts and shares these with FLA. See Table 1 below for information on the number of users included in each package.

Step 3: FLA creates individual user accounts on the e-Learning platform and provides users with guidance.

User guidance includes assistance with account creation, management, and troubleshooting. Users can contact the FLA help desk with any questions or troubleshooting needs.

To begin the process of subscribing your organization to FLA's e-Learning platform, contact learning@fairlabor.org.

Pricing

Table 1: Overview of FLA's e-Learning packages for non-members

Package	Annual fee	Number of users ³	Content included ⁴
Access to the FLA e-Learning platform for your organization	\$5,000 flat fee	Up to 10 users	Access to all 20+ FLA-created courses and recorded webinars and/or access to a curated list of courses based on your training needs
Access to the FLA e-Learning platform for your suppliers ⁵	\$500 per supplier per year	Up to 3 users per supplier	Access to all 20+ FLA-created courses and recorded webinars and/or access to a curated list of courses based on your training needs
Licensing a specific course	\$1,000 per course per year	All company staff	Access to a specific licensed course

Invoicing

Once your organization signs an agreement and contract, FLA will create the first invoice of \$5,000 for your organization per year + \$500 per participating supplier.

Suppliers can cover the cost for their own users directly through payment by credit card on the FLA e-Learning platform or via wire transfer.

³ Organizations can add additional users for a \$200 fee.

⁴ Organizations that choose to access the entire FLA e-Learning platform also have access to new FLA-created content that is added regularly.

⁵ If an organization enrolls in a large group of suppliers at once, a discounted price is also available.

Annex 1: List of FLA-created e-Learning courses and webinars⁶

Course name	Learning objectives/description
Human Rights Due Diligence (HRDD)	This course provides an overview of what HRDD means and why it is essential for global companies. It explains the framework for implementing HRDD and helps organizations understand the various tools that can be used to guide and track implementation.
Preventing and Addressing Child Labor	This course is based on FLA guidance and focuses on standards, frameworks, and best practices for identifying and remediating child labor in agricultural and manufacturing supply chains.
Responsible Retrenchment, Exit, and Closure	<p>This course covers the factors suppliers should consider before retrenching workers. It also explores how suppliers can develop a responsible retrenchment policy and implement retrenchment procedures that are transparent, fair, and objective. After the course, participants will understand how companies should monitor responsible retrenchment among their suppliers.</p> <p>This course also covers what steps can be taken to ensure companies exit a factory responsibly, and how suppliers can responsibly manage a factory closure. Participants will be trained to recognize early warning signs and intervention strategies companies can use to help prevent factory closures, and understand how companies can respond responsibly in the event of factory closure.</p>
Introduction to FLA's Wage Data Collection Tool	This course provides training on FLA's Wage Data Collection Tool 2.0 , an Excel-based model that is straightforward and scalable, allowing companies to gather worker wage data from apparel and footwear factories. This course also explores the companion Fair Compensation Dashboard , which allows companies to analyze average worker wages, measure those wages against living wage benchmarks from more than 30 countries, and track progress over time.
Identifying Forced Labor and Understanding Responsible Recruitment	This course helps participants understand ILO indicators and FLA's standard on forced labor; recognize signs of forced labor in context; and understand how to respond to suspected situations of forced labor. Participants will learn how to identify best practices for the responsible

⁶ FLA may collaborate with partner organizations to co-create e-Learning content that can be hosted on both FLA's and the partnering organization's LMS. Organizations interested in co-creating content can contact FLA through elarning@fairlabor.org.

	recruitment of personnel and procurement of outsourced services.
Key Markers for Promoting Responsible Recruitment of Workers	Developed in collaboration with migrant rights specialist Andy Hall, this FLA guidance provides steps that suppliers and companies can take to ensure responsible recruitment of workers. The full guidance document and PowerPoint are available within the course.
Grievance Mechanisms	This course helps participants understand what grievance mechanisms are and the purposes they serve for workers, suppliers, and brands; and recognize the characteristics of effective, functioning grievance mechanisms. Participants will learn to identify best practices for establishing and implementing a grievance mechanism system.
Converged Human Rights and Environmental Due Diligence (HREDD) tool	This course provides a practical introduction to the Converged Human Rights and Environmental Due Diligence (HREDD) Tool . The objective is to enable participants to navigate and operate the tool effectively; and understand its architecture, how to use the different tabs, and how to read and interpret the results section.
FLA Collegiate Licensee Program Training Series	<p>The FLA Collegiate Licensee Program training series includes the recordings of quarterly, 90-minute instructor-led training (ILT) sessions and their accompanying quizzes. Training sessions are prepared according to FLA’s framework of 10 Milestones of Social Compliance for Collegiate Licensees.</p> <p>While the primary target audience for these trainings is FLA Collegiate Licensee affiliate companies that produce collegiate products for universities, they may be beneficial to a variety of companies seeking to establish and develop a social compliance system based on the highest international standards.</p> <p>The 10 webinar training sessions over:</p> <ul style="list-style-type: none"> • Milestone 1: Maintain top management commitment • Milestone 2: Implement your code of conduct • Milestone 3: Educate your colleagues • Milestone 4: Engage with suppliers/factories • Milestone 5: Assess working conditions • Milestone 6: Ensure functioning grievance mechanisms • Milestone 7: Remediate issues • Milestone 8 Manage compliance information • Milestone 9: Document policies and procedures • Milestone 10: Communicate your efforts