

Top 20 FAQs: Internal LMS & SCORM Licensing for Aviation Regulatory Training Compliance

In high-stakes, strictly regulated aviation environments, managing workforce competence is an operational necessity and a regulatory imperative under EASA, FAA, and ICAO frameworks. While third-party e-learning platforms offered an easy starting point, scaling organizations face volatile per-seat subscriptions, fragmented audit trails, and limited control over data.

Internalizing your training infrastructure using an enterprise LMS paired with standardized SCORM (Sharable Content Object Reference Model) packages shifts training from an ongoing operational expense into a permanent corporate asset.

Below are the Top 20 Frequently Asked Questions covering the financial, technical, regulatory, and strategic factors of adopting SCORM-compliant training in the aviation workplace.

Strategic & Financial Considerations

Why is moving from per-seat training subscriptions to an internal LMS financially advantageous?

Traditional e-learning models penalize organizational growth: every new hire or recurring training cycle incurs an additional per-seat fee. Hosting SCORM files on your own LMS replaces unpredictable per-user costs with a fixed, one-time content licensing investment. Whether you train 50 or 5,000 employees, your training delivery costs remain capped, dramatically lowering your total cost of ownership (TCO) over time.

How does "owning" training content compare to "renting" external access?

Renting third-party access leaves your organization vulnerable to recurring annual fees, platform migration friction, and sudden price hikes. When you license SCORM packages for internal hosting, you embed the intellectual property directly into your enterprise infrastructure. You maintain full operational continuity, zero reliance on vendor uptime, and complete control over training execution.

How is corporate SCORM licensing priced at Sofema Aviation?

Sofema Aviation structures SCORM licensing strictly around course duration – completely independent of your employee headcount:

- **1/2 to 3/4 Day Course:** €2,585
- **1 Day Course:** €3,250
- **Multi-Day Volume Discounts:** Scaled reductions ranging from **5%** (2-day equivalent) up to **15%** (4+ day packages).

What is the "Initial + Free Recurrent" added value guarantee?

To support a sustainable long-term safety culture, whenever your organization licenses an **Initial** training course SCORM package, the corresponding **Recurrent** course SCORM file is provided **entirely free of**

charge (where available). This permanently reduces the lifetime cost of maintaining regulatory compliance for qualified personnel.

What enterprise licensing frameworks are available?

Three distinct licensing tiers accommodate different operational needs:

- **Internal Unlimited Use:** Unlimited delivery to your internal staff featuring standard Sofema branding.
- **Internal Customization:** Unlimited internal delivery with SCORM files fully customized and co-branded to match your corporate identity.
- **B2B Distribution:** Unlimited delivery to your own client base (ideal for MROs training customer personnel or aviation academies delivering white-label instruction), strictly excluding raw SCORM file resale.

Technical Specifications & LMS Integration

What SCORM formats are supported, and will they work with our LMS?

Sofema SCORM packages are engineered to universal industry standards, supporting both **SCORM 1.2** and **SCORM 2004**. They are fully compatible with any standard, SCORM-compliant LMS, including open-source platforms (e.g., Moodle) and enterprise systems (e.g., SAP Success Factors, Cornerstone, Totara, Odoo LMS).

What is the functional difference between SCORM 1.2 and SCORM 2004 for aviation training?

- **SCORM 1.2:** The most widely supported industry standard, ideal for essential completion tracking, slide progression, pass/fail status, and basic exam scores.
- **SCORM 2004:** Offers advanced tracking capabilities, finer granularity on question-level interactions, and sophisticated sequencing/navigation controls.

Do locally hosted SCORM courses require external internet access to function?

No. Once the SCORM package is uploaded to your internal LMS, the content runs locally on your servers or private cloud network. There is zero reliance on external third-party server uptime, vendor bandwidth, or outside internet stability—ensuring seamless access across line stations, maintenance hangars, and remote outstations.

Are SCORM packages optimized for mobile and low-bandwidth environments?

Yes. All packages feature responsive design layouts that automatically scale across desktop, tablet, and mobile interfaces. Content is media-rich to maintain learner engagement, but optimized to prevent bandwidth strain across distributed networks.

Can SCORM content be tailored to reflect our brand and company procedures?

Under the Internal Customization and B2B Distribution licensing tiers, SCORM packages can be adapted with your corporate logo, visual identity, and specific

operational exposition references (e.g., MOE, CAME, OMM references), ensuring training aligns directly with your company ethos.

How does hosting SCORM packages on an internal LMS support EASA, FAA, and ICAO audit readiness?

During a regulatory audit, demonstrating compliance requires immediate, verifiable proof of workforce competence. Hosting SCORM courses internally centralizes all completion logs, exam results, and training history within a single database. Rather than gathering disparate certificates from external vendors, quality managers can generate comprehensive, real-time compliance matrices instantly.

Compliance Metric	External Vendor Model	Internal LMS + SCORM Model
Data Storage	Fragmented across external platforms	Centralized in your secure IT environment
Audit Preparation	Manual record gathering	Instant, real-time export of completion logs
Time-on-Task Tracking	Variable / Vendor-dependent	Precise, auditable duration logging
Recurrent Cycles	Manual expiration tracking	Automated expiration notifications & assignments

How is "Time-on-Task" tracked, and why is it critical for aviation regulators?

Regulators such as EASA frequently inspect whether training modules meet minimum required duration standards. SCORM communication protocols record exact user active time within each module. These auditable logs prove to authorities that personnel spent the mandatory hours engaging with the material rather than simply clicking through slides.

What examination and progress metrics pass from the SCORM package to our LMS?

The SCORM engine communicates real-time data directly to your LMS gradebook:

- **Slide / Topic Completion:** Real-time visibility into student progress.
- **Assessment Data:** Automatic scoring, pass/fail thresholds, and attempt tracking.
- **Time-on-Task:** Auditable logs proving total time spent in active learning.

How does internal SCORM hosting automate recurrent training management?

By integrating SCORM packages with your LMS automation rules, you can set fixed validity periods (e.g., 24 months for Human Factors or EWIS). The LMS tracks

expiration dates automatically, issuing automated notifications to employees and managers before qualifications lapse, preventing compliance gaps in production environments.

How does internal hosting address Information Security Management Systems (ISMS) and data privacy?

Maintaining training records internally keeps sensitive employee records, competence gaps, and organizational performance data entirely within your corporate security perimeter. This ensures full compliance with international data security standards (including ISO 27001 and EASA Part-IS requirements) and strict data privacy regulations like GDPR.

Implementation, Scope & Long-Term Management

What regulatory domains are covered in the Sofema SCORM catalog?

Sofema Aviation offers an enterprise library of over **525 regulatory modules, packages, and diplomas**. Key operational domains include:

- **EASA Part 145 / Part-CAMO / Part M / Part ML**
- **Safety Management Systems (SMS) & Operational Safety**
- **Information Security Management Systems (ISMS / Part-IS)**
- **Human Factors, EWIS, and Fuel Tank Safety (FTS)**
- **EASA Part 21 / Design & Production**
- **Aviation Leadership, Quality Auditing, and Safety Auditing**

How long does it take to deploy a SCORM package onto an existing LMS?

Once you select your courses, Sofema provides the compiled ZIP packages. Uploading a file into your LMS takes minutes, allowing training deployment to begin immediately.

What happens when aviation regulations change?

Aviation regulations are continuously evolving. When regulatory updates occur (such as amendments to EASA Part 145 or Part-CAMO rules), Sofema updates the core course material. License holders receive updated SCORM packages to ensure internal training reflects current regulatory standards.

Can contractors, third-party staff, or clients take courses hosted on our LMS?

Yes. Under the standard internal licenses, any authorized user with an account on your enterprise LMS (including full-time staff, contracted engineers, or temporary personnel) can complete the training. For organizations delivering training to external client organizations, the **B2B Distribution Tier** provides explicit licensing rights for customer-facing delivery.

How can we test a Sofema SCORM package prior to purchasing a corporate license?

Your organization can evaluate system performance firsthand by requesting a sample SCORM trial file directly from the Sofema Client Solutions Team. This allows your IT and L&D teams to test compatibility, tracking accuracy, and user experience on your LMS platform prior to commitment.

Ready to Take Total Control of Your Aviation Training?

Stop paying per seat for external access and build a permanent internal academy with 18 years of regulatory expertise built in.

- **Browse over 525 course packages**
- **Request a SCORM trial file for your LMS**
- **Discuss customized enterprise licensing options**

Contact the Sofema Aviation Client Solutions Team:

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