

# D2L

D2L for Business Healthcare

# Building a Workforce Ready for Modern Healthcare



[D2L.com](https://www.d2l.com)

## A Practical Guide to Faster Onboarding, Safer Care and Sustainable Upskilling

Healthcare organizations are under unprecedented pressure. Workforce shortages, burnout, evolving regulations and increasing care complexity are stretching teams thin. At the same time, expectations for quality, safety and consistency continue to rise.

### From Training to Clinical Readiness

In healthcare, learning isn't about completion. It's about confidence, competence and consistency at the point of care.

In this environment, learning isn't a "nice to have." It's a core operational capability.

This guide explores how healthcare organizations should be rethinking workforce learning to:

- get new hires productive faster
- maintain consistent standards of care across sites
- reduce risk and audit exposure
- support retention in a high turnover environment

### The Healthcare Workforce Reality

Across hospitals, long-term care and health systems, leaders are facing the same challenges:

- turnover and vacancies are forcing teams to do more with fewer people
- onboarding takes too long, and readiness varies widely by unit or site
- training content quickly becomes outdated as protocols, tools and care models evolve
- audit readiness is difficult to prove, especially when training is fragmented
- frontline staff don't have time for traditional training, yet still need continuous learning

#### THE RESULT?

Inconsistent care delivery, higher risk exposure, delayed adoption of new tools and frustrated staff.

**THE ORGANIZATIONS MAKING  
PROGRESS AREN'T TRAINING MORE—  
THEY'RE TRAINING SMARTER.**





## What High Performing Healthcare Learning Looks Like

Leading healthcare organizations are shifting from one-size-fits-all training to role based, operational learning designed around how care is actually delivered.

Here's what that looks like in practice:

### 1. FASTER, MORE CONSISTENT ONBOARDING

New hires—clinical and nonclinical—follow clear, role-specific learning pathways that reflect real workflows, not generic orientation content.

This allows organizations to:

- reduce time to competence
- minimize variation across departments and locations
- give managers real visibility into readiness

Onboarding becomes a repeatable system, not a manual effort dependent on individual preceptors or educators.

### 2. LEARNING THAT SUPPORTS SAFETY, COMPLIANCE AND QUALITY

In healthcare, learning is directly tied to risk.

High performing organizations ensure that:

- training is aligned to protocols and policies, not static courses
- content is easy to update as standards change
- leaders can quickly demonstrate who is trained, on what, and when

Scenario-based learning reinforces how staff should respond in real situations—improving retention and reducing errors long after training is complete.

### 3. CONTINUOUS UPSKILLING FOR A CHANGING CARE ENVIRONMENT

As care models evolve, healthcare teams need to adapt quickly—whether that's new technologies, devices or workflows.

Modern learning organizations:

- deliver short, targeted learning moments tied to real changes
- support adoption of new tools without pulling staff off the floor
- reinforce skills over time to prevent decay
- Learning becomes an enabler of transformation, not a bottleneck.

### 4. MOBILE, ON-THE-JOB LEARNING

Healthcare professionals don't work at desks—and their learning shouldn't require one.

Mobile friendly learning allows staff to:

- access training when and where it's needed
- complete refreshers during natural breaks in the day
- get quick answers without retaking full courses

This lowers friction, increases completion and supports learning in the flow of work.



D2L for Business Healthcare

## Turning Learning Into a Measurable Business Advantage

For healthcare leaders, the real question isn't, "Did they complete the training?" It should be, "Did the training make a difference?"

Modern learning organizations measure:

- time to competence
- readiness by role or unit
- adoption of new protocols or tools
- trends in safety, quality and retention

When learning data is connected to operational outcomes, leaders gain confidence that training investments are driving real impact—not just checking a box.



A REAL-WORLD EXAMPLE:

## Healthcare Centre

A D2L customer needed a learning platform that could support compliance reporting, nursing education, onboarding and ongoing upskilling—while integrating with future HRIS and EMR systems.

Their legacy system made it difficult to:

- automate training assignments
- track completion and readiness for accreditation
- update content efficiently gain visibility across teams

By moving to a modern learning platform designed for workforce learning, the organization was able to:

- standardize training delivery across roles
- improve reporting for accreditation and leadership
- support educators with easier content creation and management
- build a foundation for future growth and system integrations

The result was a scalable, cost-effective learning environment aligned to both operational needs and long-term strategy.

## How D2L Supports Healthcare Workforce Learning

With over 25 years of learning innovation, D2L Brightspace helps healthcare organizations deliver role based, skills focused learning for clinical, operational and administrative teams.

Organizations use D2L to:

- accelerate onboarding and time to competence
- deliver consistent, protocol aligned training at scale
- support compliance and audit readiness
- enable continuous upskilling and knowledge retention
- provide leaders with visibility into learning impact

Brightspace's built-in authoring, AI-supported content creation, mobile delivery and robust reporting give healthcare organizations the tools needed to create, assign and track workforce training in one platform—while giving leaders visibility into participation, completion and learning progress across roles and teams.

## Is Your Learning Strategy Built for Today's Healthcare Reality?

If your organization is struggling with:

- long onboarding cycles
- inconsistent training across sites
- limited visibility into workforce readiness
- difficulty adapting learning as care models evolve

It may be time to rethink how learning supports your workforce.

The right learning platform doesn't just train staff—it strengthens the entire healthcare system.

