

CASE STUDY

From Learning at Scale to Sustained Engagement

How Allina Health and HALIGHT built a learning environment supporting nearly 80,000 users, more than 2.2 million learning completions, and millions of hours of learner activity.



Allina Health – From Learning at Scale to Sustained Engagement

EXECUTIVE SUMMARY

Scaling Learning Across a Growing Healthcare Workforce

For a large healthcare organization, learning is about more than assigning courses and tracking completion. Employees need the right training for their roles, while administrators need the tools to manage requirements and maintain visibility across a large, evolving workforce.

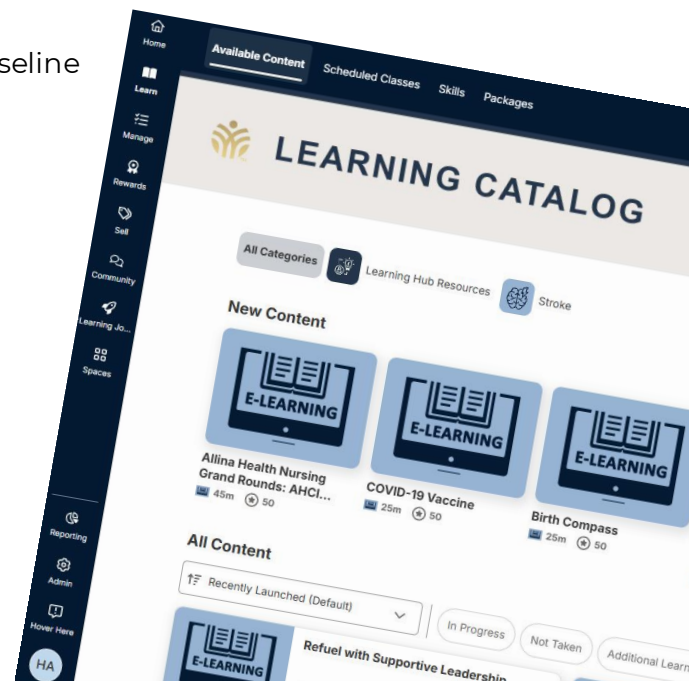
Allina Health's Learning Hub, powered by HALIGHT, provides a centralized environment for delivering personalized, compliance-focused learning at scale.

Beginning with **48,936 imported users in April 2024**, the platform grew to **79,949 users by September 2026**. During that time, it delivered more than **2.21 million content completions**, achieved a **98.3% pass rate**, and generated approximately **3.79 million active user-hours**.

The result is a learning environment built to support the requirements of the organization while making learning relevant to the individual.

RESULTS AT A GLANCE

- ✓ 79,949 Users
- ✓ +61% User Growth from the April 2024 baseline
- ✓ 2.21M+ Learning Completions
- ✓ 98.3% Pass Rate
- ✓ 3.79M Active User-Hours
- ✓ 1.34M Logins
- ✓ 205K 30-Day Reactivations
- ✓ 4.7 Average Content Rating



THE CHALLENGE

Supporting Required Learning at Healthcare Scale

With a large and diverse workforce, Allina Health needed to deliver required learning to the right employees while maintaining visibility into completion, compliance and engagement.

That meant supporting a growing learner population, thousands of learning items and different training requirements based on factors such as role and department—all within one environment.

The challenge wasn't simply delivering more training. It was managing the right learning for the right people at scale.

THE HALIGHT SOLUTION

A Learning Hub Built to Scale

HALIGHT provided Allina Health with a centralized LMS capable of supporting a large learner population while tailoring learning requirements to different employee audiences.

Detailed audience filtering allows learning to be targeted by criteria such as **role, department, location and job type**, while assignments, learning paths, prerequisites, due dates, reminders and recertification help automate required training.

Employees can access a range of learning formats, while administrators maintain visibility into compliance, completions and activity across the organization.

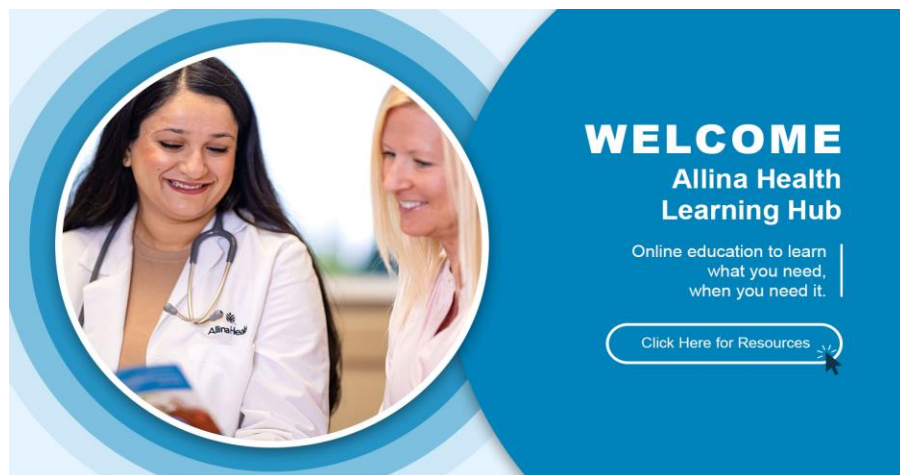
The result is a learning environment that can adapt to the requirements of both the organization and the individual learner.

BUILT FOR COMPLEXITY OF HEALTHCASE LEARNING

Why HALIGHT LMS

Managing learning for nearly 80,000 users requires more than a place to host courses. HALIGHT combines precise learning delivery, automation, personalization and reporting with the flexibility and support needed to adapt to Allina Health's requirements.

PLATFORM CAPABILITY	VALUE
PRECISE AUDIENCE TARGETING	Detailed audience filtering helps deliver relevant learning based on attributes such as role, department, location and job type, with groups that can also respond to user actions.
COMPLIANCE AUTOMATION	Assignments, due dates, reminders, prerequisites, recertification and learning paths help manage required learning while reducing manual administration.
FLEXIBLE LEARNING DELIVERY	HALIGHT supports e-learning, SCORM, video, PDFs, quizzes, interactive modules, instructor-led learning and other content within one learning environment.
PERSONALIZED EXPERIENCES	Learning can be tailored to different employee audiences, helping ensure staff see content relevant to their role and responsibilities.
REPORTING & VISIBILITY	Real-time dashboards and reporting provide visibility into compliance status, completions, enrollment and learner activity across the organization.



HALIGHT pairs that technology with personalized service and support, working with Allina Health to adapt the learning environment around the organization's evolving needs.

PLATFORM PERFORMANCE IN ACTION

More Than Course Completion

The scale of activity across Allina Health's Learning Hub demonstrates how those capabilities translate into day-to-day learning.

The platform recorded **47,374 active users, 46,461 verified users and 16,153 monthly active users**. Alina Healthcare - Case Study

Across the broader reporting period, learners generated:

3.7M

Active
User-Hours

1.34M

Total Logins

205K

30-Day
Reactivations

Together, these measures show continued interaction with the Learning Hub beyond initial registration or individual assignment completion.

RESULTS & IMPACT

Learning at Scale. Measurable Outcome.

Allina Health's Learning Hub now supports **79,949 users and more than 4,000 learning items**, with **2.21 million content completions** and a **98.3% pass rate**.

At the same time, millions of active user-hours and more than 1.3 million logins demonstrate continued activity across the platform.

HALIGHT gives Allina Health the structure to manage required learning at scale, the flexibility to personalize it across a complex workforce, and the visibility to understand how learners are participating.