# Flex HRM integration

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**The integration between Flex HRM and Learnifier keeps employee and organisational data up to date in Learnifier automatically, reducing the need for manual user administration.**

Flex HRM acts as the primary source for user and organisational information. Changes such as new employees, updated roles or organisational structures, manager relationships, and terminated employments are automatically synchronised with Learnifier once per day, during the early morning.

This creates a reliable flow of employee data from your HR system into Learnifier and provides an up-to-date foundation for managing and automating learning.

## How the integration works

The standard integration connects Flex HRM to one portal in Learnifier. Users are created and updated in Learnifier based on information from Flex HRM.

The daily synchronisation can include:

- **New employees:** When an employee is added in Flex HRM, a corresponding user is automatically created in Learnifier.
- **Employee information:** Changes to information such as name, email address and organisational affiliation are reflected in Learnifier.
- **Managers and organisational structure:** Manager–employee relationships can be synchronised, allowing users to be connected to the correct manager in Learnifier. The organisational structure can also reflect the customer's departments.
- **Custom fields:** Selected employee information from Flex HRM can be added and kept up to date as custom fields in Learnifier. Standard fields include Employment Start, Employment Type and Employee Number.
- **Employees leaving the organisation:** When an employee leaves or is removed from Flex HRM, the corresponding Learnifier user can be deactivated or removed according to agreed rules.

Because the integration synchronises once per day, changes made in Flex HRM will normally be reflected in Learnifier the following morning.

## Requirements

For the standard integration:

- Flex HRM is the primary source for user and organisational data.

- The integration synchronises users to one Learnifier portal.
- Users must have an email address, first name and last name.
- All users covered by the integration originate from the same Flex HRM integration.

## Using HR data to automate learning

Keeping employee and organisational data up to date in Learnifier also creates better conditions for automation.

For example, when a new employee is added in Flex HRM, the user can be created automatically in Learnifier with the relevant organisational information. That information can then be used in Learnifier to support automated learning flows.

**Flex HRM → Learnifier → Automations → Learning**

This reduces manual administration across systems and makes it easier to connect learning to changes happening in the organisation.

## Custom integration scenarios

Some organisations require a setup beyond the standard integration. A custom integration may be needed when, for example:

- Users need to be synchronised to more than one Learnifier portal.
- Different employee groups need to be directed to different portals.
- An existing Learnifier environment contains users who will not originate from Flex HRM.
- Existing users need to be migrated and matched with data from Flex HRM.

Custom setups require an assessment to determine the appropriate configuration and migration requirements.

## Synchronise learning data with Flex HRM

Learnifier can also send learning and competence data back to Flex HRM. This can include information such as course completions, completion dates, certificates and validity dates.

This makes it possible to keep relevant learning records connected to employee data in the HR system. The exact information that can be synchronised depends on the data supported by the Flex HRM API.

## Getting started

Interested in connecting Flex HRM with Learnifier? Contact your Learnifier representative or support@learnifier.com to discuss your setup and integration requirements.