

CMS ONLINE

# Quarterly Release Notes

Version 4.41

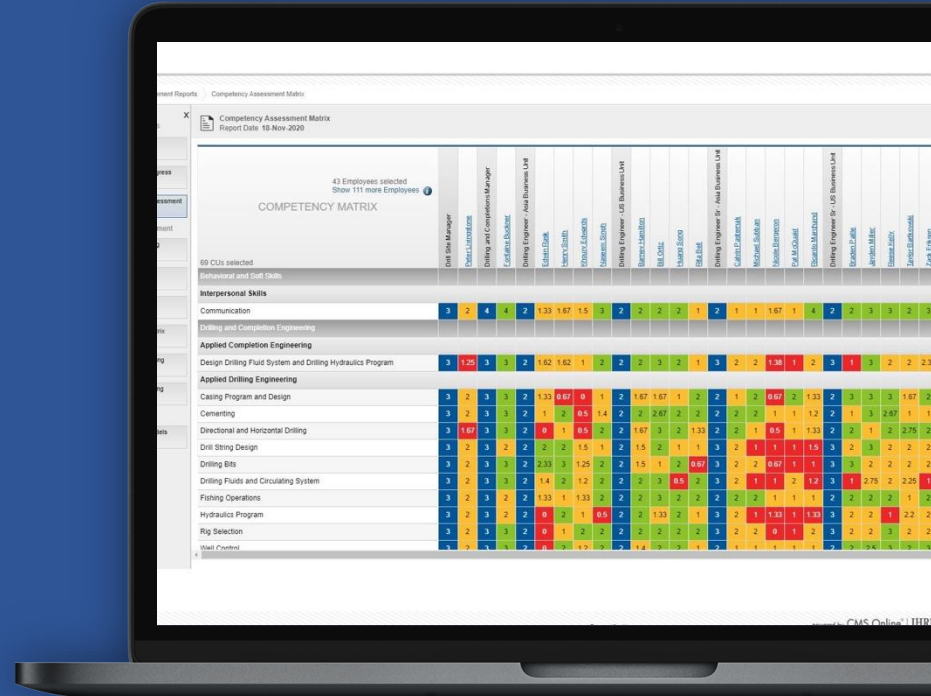
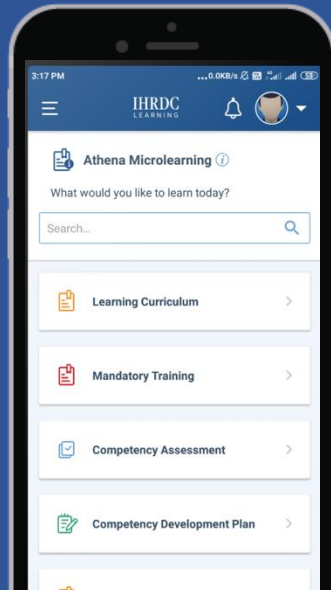
June 2026



iOS



Android



## 4.41 Features – Quarterly Updates

Feature	Description
<b>Assessment</b>	
<b>View Last Assessment Results</b>	Users can view previous assessment results while a new assessment is in progress, enabling continuous performance tracking.
<b>Display Pending Verification Status When IV is Required</b>	Employees will see 'Pending Verification' on the competency bar when IV is required but not yet complete, replacing the 0% indicator.
<b>Enable/Disable Supervisor Assessment</b>	Supervisor Assessments can be hidden for an entire instance, giving organizations flexibility to configure the assessment process.
<b>Elective Training</b>	
<b>Allow Elective Courses Without Expiration Dates</b>	Administrators can assign elective courses without an expiration date, giving learners flexible and ongoing access to course content.
<b>Retain 'Completed' Label on Expired Courses</b>	Learners continue to see the 'Completed' status on course cards even after a course expires, keeping past completions visible.
<b>Content Development</b>	
<b>Competency Role Builder – JLR Warning Message</b>	Content Developers see a warning when editing the JLR of a role that already has active assessments assigned, preventing accuracy issues.
<b>Copy and Relocate Competency Units</b>	Content Developers can copy a Competency Unit and save it to the same or a different library/sub-library, avoiding rebuild from scratch.
<b>Administration</b>	
<b>New Email Alert – Supervisor Changed</b>	A new automated alert notifies both the employee and their new supervisor whenever a supervisor change is made by an Administrator.
<b>CMS AI Assistant</b>	Administrators can interact with CMS Online via a built-in AI chat assistant – ask questions, look up users, run gap analyses, and check compliance in natural language.
<b>Performance Optimization</b>	
<b>17 Areas Optimized</b>	Load times reduced by up to 95% across 17 areas of the application – including dashboards, grids, reports, and assessment workflows – delivering a measurably faster experience for all users.

# View Last Assessment Results

*Users can now view previous assessment results for a competency role on their dashboard and in reports while a new assessment is in progress, enabling continuous performance tracking.*

## Key Features Include:

- ▶ Previous assessment results remain visible on the dashboard and in reports when a new assessment is assigned to the same competency role
- ▶ Applies to both Employee and Assessor views
- ▶ Eliminates the gap in visibility that occurred when a new assessment replaced display of prior results
- ▶ Supports continuous performance tracking without waiting for the new assessment to complete

# View Last Assessment Results

Assessment Results for:



**Ash Test Employee**  
HR Manager

COMPETENCY ROLE

▼ CORPORATE BEHAVIORAL  
CORE - LEADER



REPORT: 09 JUN 2026



**Important Information:** The report below shows your Interim assessment results. The final assessment results (FAR) will be calculated based on additional input.



Core Competencies

## Behavioral and Soft Skills

Sub Library	Info	Competency Unit	Criticality	JLR	EA	SA	IAR	AA	FAR	GAP	Competency Level	
											0	1 2 3 4
Interpersonal Skills		Developing Others	Normal	4	1	-	1	-	-	-3		
Interpersonal Skills		Coaching and Mentoring	Normal	4	3	-	3	-	-	-1		
Interpersonal Skills		Leadership	Normal	4	2.14	-	2.14	-	-	-1.86		
Personal Attributes		Problem Solving	Normal	4	1.33	-	1.33	-	-	-2.67		


# Display Pending Verification Status When IV is Required

*Employees will see 'Pending Verification' on the competency progress bar when Internal Verification (IV) is required but not yet completed, replacing the misleading 0% progress indicator.*


## Key Features Include:

- ▶ When IV is enabled and the Assessor (AA) submits the assessment, the competency bar displays 'Pending Verification' instead of 0%
- ▶ 'Pending Verification' status persists until the Internal Verifier (IV) completes the review
- ▶ Progress updates normally after IV submits
- ▶ Eliminates confusion for employees who were seeing 0% progress after AA submission when IV was pending

# Display Pending Verification Status When IV is Required

 Competency Assessment

**Required Competency Roles: HR Manager**

<p>HR Manager</p> <p>0 of 10 Completed</p>	<p>Corporate Behavioral Core - Leader</p> <p>4 of 4 Completed</p>	<p>Management Competencies</p> <p>5 Gaps of 5 CUs</p> <p>0% </p>	<p>Senior Leadership Competencies</p> <p>Pending Verification</p>
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# Enable/Disable Supervisor Assessment

*Supervisor Assessments can be configured to be hidden for an entire instance, giving organizations the flexibility to display the assessment process based on their specific requirements.*

## Key Features Include:

- ▶ New configuration setting added: 'Hide Supervisor Assessment in left menu' (Yes/No)
- ▶ When set to Yes, the 'My Employees' Assessment' menu item is hidden from the left navigation for all Supervisors
- ▶ Supervisors cannot launch Supervisor Assessments when the feature is disabled
- ▶ Existing supervisor functionality (e.g. email alerts when Employee Assessments are submitted) remains unaffected
- ▶ Supervisor Assessment will not be available for Reassess when the setting is hidden

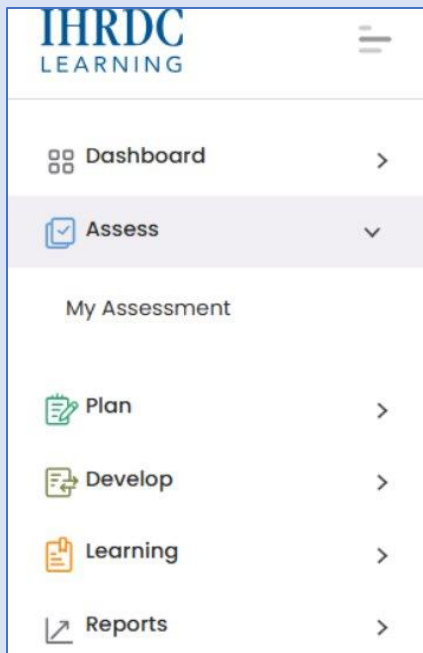
# Enable/Disable Supervisor Assessment

Hide Supervisor Assessment in left menu

Yes

No

When set to Yes, hides the My Employees' Assessment menu item in the left navig



The screenshot shows the IHRDC Learning navigation menu. At the top is the IHRDC Learning logo and a hamburger menu icon. Below the logo are several menu items, each with an icon and a right-pointing chevron. The 'Assess' item is highlighted with a light gray background. Below the 'Assess' item is a section titled 'My Assessment'. Below that are 'Plan', 'Develop', 'Learning', and 'Reports' items, each with a right-pointing chevron.

Item	Icon	Right Arrow
Dashboard	Grid icon	>
Assess	Checklist icon	>
My Assessment		
Plan	Clipboard icon	>
Develop	Document with arrow icon	>
Learning	Document icon	>
Reports	Document with arrow icon	>

# Allow Elective Courses Without Expiration Dates

*Administrators can now assign elective courses without requiring an expiration date, providing learners with flexible and ongoing access to course content.*

## Key Features Include:



- ▶ Expiration date is now an optional field on the Course Assignment page
- ▶ Date picker field defaults to empty -- no date is pre-populated
- ▶ Administrators can optionally select an expiration date using the date picker
- ▶ Courses assigned without an expiration date remain available to learners indefinitely


# Allow Elective Courses Without Expiration Dates

### Elective Course Assignments

[Manage Existing Links](#) [Add new assignment](#) [Manage New Requests](#) [Request History](#) [Bulk Upload](#)

Select user(s), course(s) and an expiration date. Click Submit to complete the course assignment.

Users	Courses
<b>1</b> Users Selected  ash data testing	<b>2</b> Courses Selected  testcourse4 testcourse4

**Assignment Properties**  
Expiration Date:  

# Retain 'Completed' Label on Expired Courses




*Learners will continue to see the 'Completed' status on elective course cards even after a course has expired, ensuring past completions remain visible and distinguishable.*

## Key Features Include:

- ▶ Course cards for completed elective courses display the 'Completed' label (green check or red X if failed) even after the course expiration date
- ▶ Expired launch button remains dimmed -- no change to launch behavior
- ▶ Courses that were in-progress or not started at expiration continue to show 'Expired' status
- ▶ Resolves the issue where 'Expired' label was overriding completion status on course cards

# Retain 'Completed' Label on Expired Courses

### Elective Training

 <p>Fundamentals of Petroleum Geology</p> <p>❌ COMPLETE</p>	 <p>PAP_Test</p> <p>✅ COMPLETE</p>	 <p>Test course with text editor</p> <p>✅ COMPLETE</p>
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## PAP\_Test

Description

URL  
www.google.com

Learning Objectives

Content

Category  
Certifications

Subcategory  
HR Certification

Type  
e-Learning

Duration  
10

Course Code  
PAP\_Test

Cost (USD)  
120

Completion Method  
Normal

Passing Score  
0

Status  
Complete

Completion Date  
29-Aug-2023

Expiration date  
29-Aug-2024

Score  
N/A

Completion Evidence

drag & drop

Close

# Competency Role Builder – JLR Warning Message

*Content Developers will see a warning when editing the Job/Level Requirements (JLR) of a competency role that has active assessments assigned, preventing changes that could affect assessment accuracy.*

## Key Features Include:

- ▶ Warning message displayed when a Content Developer checks or unchecks JLR boxes on a role with active assessments
- ▶ Message explains why the edit is restricted: "This role has active assessments. JLR should not be edited."
- ▶ Guidance on next steps is included in the warning
- ▶ Restriction applies to Content Developers only; prevents unintended impact on ongoing assessments

# Competency Role Builder – JLR Warning Message

The screenshot shows a software interface for building competency roles. A modal dialog box titled "Warning" is centered on the screen, displaying the message: "This competency role has an assessment assigned. Are you sure you want to continue?". The dialog has a close button (X) in the top right corner and two buttons at the bottom: "Cancel" and "OK".

The background interface is a table with columns for different competency areas and rows for specific competency items. The columns are:

- Company Values and Policies - Individual
- Company Values and Policies - [unlabeled]
- Company Values and Policies - Senior Individual
- Corporate Behavioral Core Individual Contributor

The rows include:

- Competency Use
- Department Objectives
- Crisis Management
- Corporate Governance
- Financial Forecasting, ...
- Company Procedures
- Fundamentals of the Oi...

Checkmarks are visible in the table cells, indicating that certain competency items are assigned to specific areas. For example, "Company Procedures" and "Fundamentals of the Oi..." have checkmarks in the first three columns.

# Copy and Relocate Competency Units

*Content Developers can now create a copy of a Competency Unit and save it to the same or a different library/sub-library, making it easier to reuse similar CU content without rebuilding from scratch.*

## Key Features Include:

- ▶ New Copy icon added to the edit column in the Competency Library grid for each CU
- ▶ Clicking Copy opens the edit CU pop-up pre-populated with the original CU's content
- ▶ Content Developer can rename the copied CU; defaults to 'CU name\_copy' if no name is entered
- ▶ Dropdown selector allows the copy to be saved to any library or sub-library in the system
- ▶ Saves time when creating Competency Units with similar content across different libraries

# Copy and Relocate Competency Units

Competency Library | Manage Library/Sub-Library | Bulk Upload

Drag a column header and drop it here to group by that column

Competency Library	Competency sub-Library	Info	Competency Unit	Edit	Copy	Assessor ...	Number of Comp...	Created Date
1-Functional Core Competencies - Business	Business Acumen		Add New CU for testing				2	27-Feb-2026
1-Functional Core Competencies - Business	Business Acumen		Data Analysis				8	18-Aug-2023
1-Functional Core Competencies - Business	Business Acumen		Economic Analysis				7	13-Aug-2022

Copy Competency Unit

Competency Library: 1-Functional Core Competencies - Business | Competency Sub-Library: Business Acumen

Add New CU for testing\_copy

Add data for testing

**1 Awareness**

Add data A  
Add data B

Add Statement 1

+ Add Statement

**2 Basic Application**

Add statement 2

+ Add Statement

**3 Skilled Application**

Add statement to level 3

+ Add Statement

**4 Mastery**

Add statement to level 4

+ Add Statement

Show Alternate Language Field

# New Email Alert – Supervisor Changed

*A new automated email notification is sent to both the employee and their new supervisor whenever an Administrator updates a supervisor assignment in the system.*

## Key Features Include:

- ▶ New email alert: "Supervisor Assigned" triggered when an Admin updates the supervisor of an employee
- ▶ Recipients: Employee (To) and new Supervisor (CC)
- ▶ Email body: Dear [Employee Name], your Supervisor has been updated -- [New Supervisor Name] has been assigned
- ▶ Alert does not fire when a supervisor is updated through the direct user interface (Admin-only trigger)
- ▶ Improves communication and transparency around supervisor changes

# New Email Alert – Supervisor Changed

**Edit Email Alert**

Alert Name:

Alert Type:

Active:

To:

CC:

Subject:

Body:

**B I A** [Rich Text Editor Icons]

Dear  ,

Your Supervisor has been updated in the system. You have been assigned a new Supervisor

Please contact administrator for more information.

CMS Online Support

has been assigned as supervisor for

Notification Field:

Drag and drop the place holders into the To, CC and Body fields.

**EMAIL PLACE HOLDERS**

- Employee Email
- Supervisor Email
- Mentor Email
- Assessor Email
- Authorized User Email

**BODY PLACE HOLDERS**

- Employee Name
- Supervisor Name
- Mentor Name
- Assessor Name

**Supervisor Assigned** Summarize this email

CMSOnline@ihrc.com

To: Aishwarya Chougale  
Cc: aishwarya.chougale@tcognition.com

Fri 08-05-2026 05:11 PM

Dear Aishwarya ios test,

Your Supervisor has been updated in the system, You have been assigned a new Supervisor Aish Test Password  
Please contact administrator for more information.

CMS Online Support

# CMS AI Assistant

*Administrators can now interact with CMS Online using a built-in AI chat assistant – asking questions in plain language to look up users, run gap analyses, check compliance, and navigate directly to any page in the system.*

## Key Features Include:

- ▶ Chat bubble available on every page for users with Administrator permissions (enable/disable per instance)
- ▶ Ask natural-language questions: look up users, run gap analyses, check compliance status, generate training summaries
- ▶ Expandable to full-screen with a structured results panel showing stat cards and data tables alongside the conversation
- ▶ Includes built-in CMS guidance -- the assistant answers 'how do I...' questions and provides clickable deep links to the relevant page
- ▶ Pop the assistant out into a separate browser window to keep working in CMS while the chat stays open
- ▶ Supports multiple AI providers -- Anthropic Claude or Azure OpenAI -- configurable by the Installer role

# CMS AI Assistant

**Welcome to Your Learning Journey**  
IHRDC's learning platform, **CMS Online**, serves as your gateway to career development and growth. This system will enable you to explore, assess, and enhance your professional skills, one competency at a time, in an organized fashion.

**Competency Management**  
Discover our competency-driven approach to learning

**e-Learning & Knowledge Solutions**  
Self-paced solutions to effectively reach your skills training goals

**Instructional Programs**  
Combining lectures, group discussions and business simulations

**Our Mobile App**

**New to IHRDC Learning?**

**ELS Walkthrough video for NNPC**

**CMS Assistant**  
Connected to: qa.int.ihrdc.net

Hello! I can help you look up users, check compliance, review assessments, manage development plans, and more. What would you like to know?

CMS Assistant -- qa.int.ihrdc.net - Google Chrome

qa.int.ihrdc.net/Assistant/Chat?sessionId=31283f4b-b6f1-485d-9988-6be9cbf58455

**CMS Assistant**  
Session: 31283f4b

Please list out courses assigned to me

I'll retrieve the courses assigned to you. Now let me retrieve your assigned courses and training. Here's a summary of your assigned courses, **Aishwarya**:

**## Completed Courses**  
You have completed 25 courses, including:  
- Production Engineering Level 1 (04 Apr 2026)  
- Overview of Petrochemicals (06 Apr 2026) – Score: 0.94/100  
- Oil and Gas Pipelines (02 Apr 2026)  
- Oilfield Safety (23 Jan 2026)  
- Health, Safety, and Environment (21 Jan 2026)  
- Fundamentals of Petroleum Geology (24 Jan 2024)

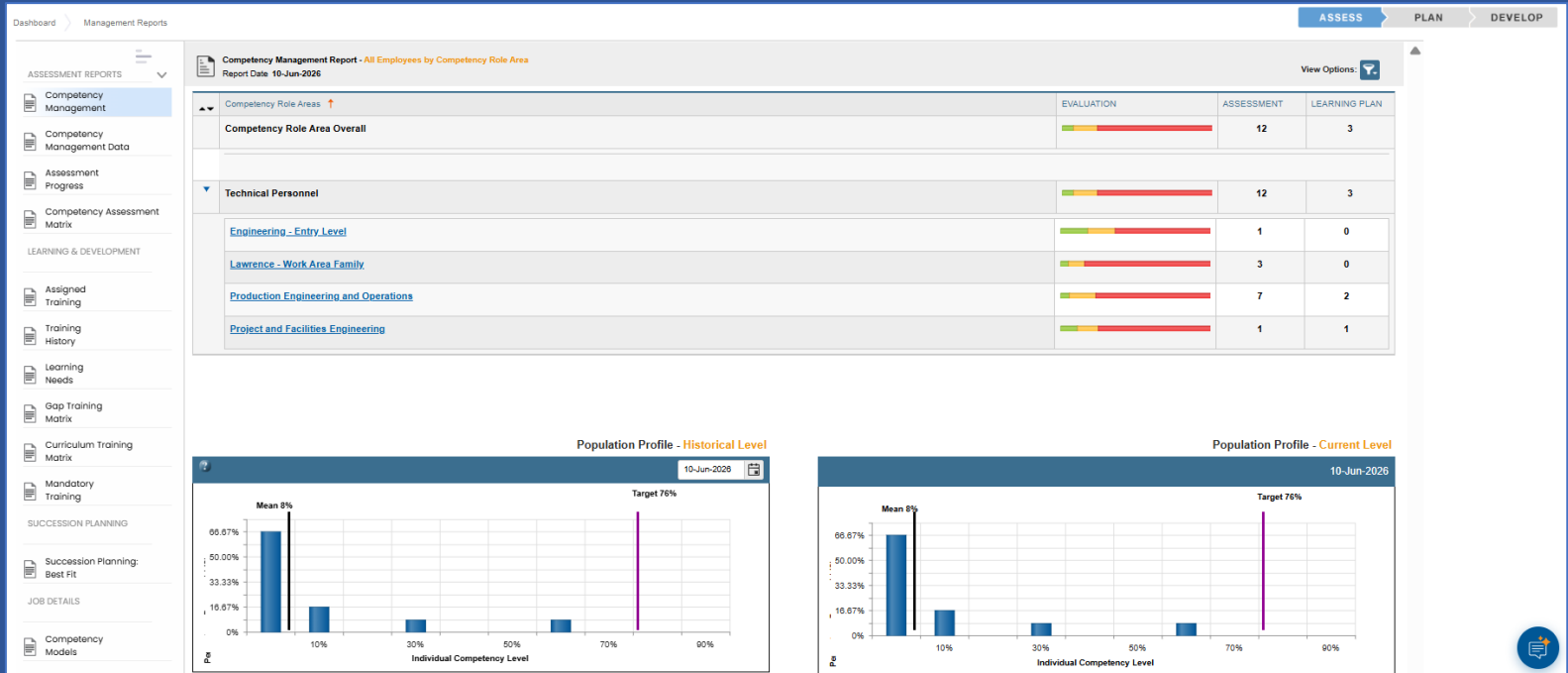
**## Mandatory Training Compliance (Not yet completed)**  
You have 3 mandatory training roles with 2 past-due items:

ROLE	STATUS	COURSES	ISSUES
Corporate Code and Ethics	Red (Overdue)	Respectful Workplace Training	Due: 27 Oct 2023 (957 days overdue)
Oilfield Safety	Red (Overdue)	Health, Safety, and Environment; Oilfield Safety	Both completed but marked past-due
Ash MT Role1	Red (Mixed)	7 courses	Multiple items past-due or approaching deadline

**## Curriculum Learning (12 curriculum roles)**

Ask about users, compliance, training...

# Performance Optimizations



# Performance at a Glance

17

Areas of the application  
optimized this release

Up to 95%

Reduction in page  
load time

90%

Fewer database queries  
on the CMS Dashboard

Most Dramatic Improvement

## Mandatory Training Report

BEFORE

Supervisor: 1 min 45 sec  
Viewer: timed out (3.5 hrs)



AFTER

Supervisor: under 1 second  
Viewer: 22 seconds

99%+ improvement

# Performance Optimizations – Areas Improved

Login Page

CMS Dashboard

User Accounts Grid

Employee Profile Page

Select Assessment Grid

Assessment Summary & Launch

Assessment Progress Report

Auto Assess Grid

Competency Management Report

Learning Resources Grid

Gap Training Matrix

Curriculum Training Matrix

My Reports – Mandatory Training

My Reports – Assessment

Assigned Training Report

Mandatory Training Report

Competency Assessment Matrix

# ENHANCEMENTS & BUG FIXES

# Enhancements and Bug Fixes

- ▶ *EA/SA ticks not carried over when role reassigned is now fixed*
- ▶ *Assessor Assignment view - Column filter, sorting and grouping function is now working*
- ▶ *Auto-Assess can now be done in bulk for competency roles*
- ▶ *Assessor column in the assessor management grid is now populated with data*
- ▶ *Filter by Employee Assessment Status on My Employees page is now working*
- ▶ *UI issues observed in the experience-based learning course type are fixed*
- ▶ *";" symbol removed from Dashboard*
- ▶ *Competency Unit details are now not coming up empty in the grid for Internal Verifier when IV starts*
- ▶ *Incorrect count of Competency Units are now not displayed in competency role selection drop down*
- ▶ *Supervisor comments are now displayed in comments section*

# POWER BI UPDATES

# Power BI Reports – Released: June 2026

## New:

- *Created Curriculum Progress Report in "Elective Training" for courses*
- *Added the "Date Started" field to the Elective Training set of pages*

## Updates:

- *Compliance Wizard Status: Added Employee Type to the Output*
- *Fixed the IAR report color coding for column EA-SA*
- *Ability to Add/Modify Fields on Compliance Wizard Status Report*

## Bug fixes:

- *Formatted behavioral statements rendered as HTML in Competency Library report*

COMING SOON

# Coming in 4.42 – Foundation & Future Readiness

*Version 4.42 is a strategic investment release – focused on strengthening the foundation of CMS Online so the platform can deliver new features faster, more reliably, and at greater scale going forward.*

## MODERNIZATION

### Platform Modernization

CMS Online is being migrated to Angular, the same modern framework used by leading enterprise applications. This upgrade lays the groundwork for a faster, more responsive experience and positions the platform for long-term growth.

## FEATURE FLAGS

### Feature Flagging

A new feature flagging system will allow specific capabilities to be turned on or off per client instance – enabling targeted rollouts, phased releases, and client-specific configurations without impacting other users.

## CODE QUALITY

### Stability & Code Quality

Ongoing refactoring and code cleanup efforts will reduce technical debt, improve application reliability, and make future enhancements faster to build and safer to deploy.

## PERFORMANCE

### Performance at Scale

Infrastructure and data-handling improvements will ensure CMS Online continues to perform well as user counts and data volumes grow across client organizations.

# CMS ONLINE

Version 4.41