FLA e-Learning Program
Information & User Guide

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Updated: July 13, 2026

1. What is the FLA e-Learning Program?

Fair Labor Association (FLA)'s e-Learning Program provides social responsibility guidance through virtual, interactive learning materials housed in a user-friendly e-Learning platform. Hosted on Absorb, FLA's first-ever Learning Management System, all e-Learning content is designed to advance and reinforce social compliance knowledge. FLA will expand the available content over time and will inform members and affiliates when new materials are available. Along with enhancing the user learning experience, the platform is integrated into MyFLA, enabling a convenient single sign-on for members.

The FLA e-Learning Program currently includes the following materials intended for distinct FLA audiences. You can learn more about materials and requirements for each membership and affiliation type in subsequent sections of this user guide.

- **Course Catalog:** Available as a resource for all FLA members and affiliates to flexibly select courses covering various social compliance topics. The catalog includes 90+ courses created by FLA as well as by third parties. Starting in 2023, FLA began designing courses for FLA members and affiliates on important social compliance topics. FLA will continue to add new courses to this folder, which will be announced in the Fair Labor Brief newsletter.
- **FLA Instructor-Led Training (ILT) for Licensees**: A new series offered live on Zoom to support FLA Licensee affiliates in navigating critical milestones in their social compliance journey; the registration process, session recordings, and learning evaluations will be available in the online e-Learning platform. *Note that participation is a requirement for FLA Licensee affiliates.
- **FLA Sequenced Curriculum 2.0:** Available to FLA members to systematically and sustainably build social compliance knowledge through 16 sequential modules.
- **Factory e-Learning Curriculum:** A two-year online program designed specifically for factories/suppliers to engage in sustained learning.

Please read the following sections for audience-specific opportunities and requirements.

2. Supported Browsers

The platform supports the latest versions of Chrome, Firefox, Safari, and Microsoft Edge. We recommend using the latest version of Google Chrome for the best experience. If you have any questions, please reach out to our team at elearning@fairlabor.org.

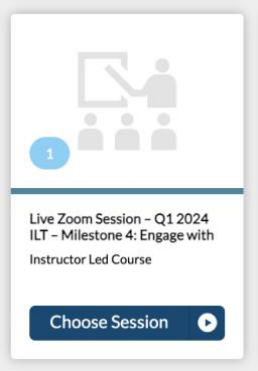
3. Audience-Specific Learning Opportunities and Requirements

a. For Licensee Affiliates

i. Requirement: FLA Instructor-Led Training (ILT) for Licensees

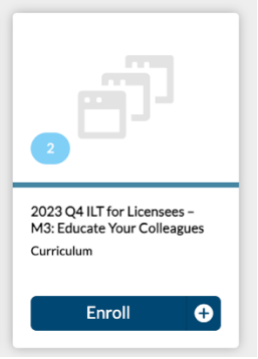
FLA Licensee affiliates are **required** to have one person participate in the quarterly **FLA Instructor-Led Training** on Zoom or watch the recording and then complete the required quiz.

Registering for an ILT:



Towards the beginning of each quarter, FLA staff will announce the live ILT date and provide licensees with the option to register for the live session in Zoom, which can be done within the Catalog in the FLA e-Learning Platform, as shown in the screenshot to the right. Click on choose session and then enroll. You'll then receive an email and a calendar invite with the link to join the Zoom webinar. *Be sure your Zoom account email address used during the session matches your e-Learning account email address, or you will not receive credit for participation.

Watching the ILT Recording and Completing the Post-ILT Quiz:



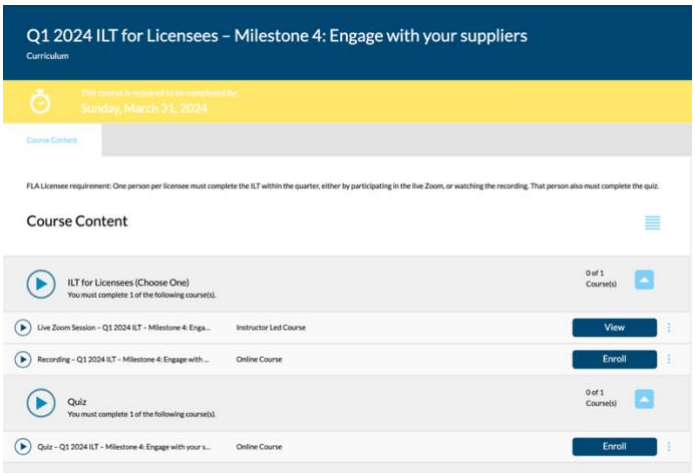
After the live ILT concludes, a "Curriculum" will be made available in the Catalog in the FLA e-Learning Platform, as shown in the screenshot to the right. Within the curriculum, licensees may watch the recording (if they did not attend the Zoom session) and take the quiz.

Please be sure that one individual from your company 1) either attends the live session in Zoom or watches the recording **and** 2) completes the quiz.

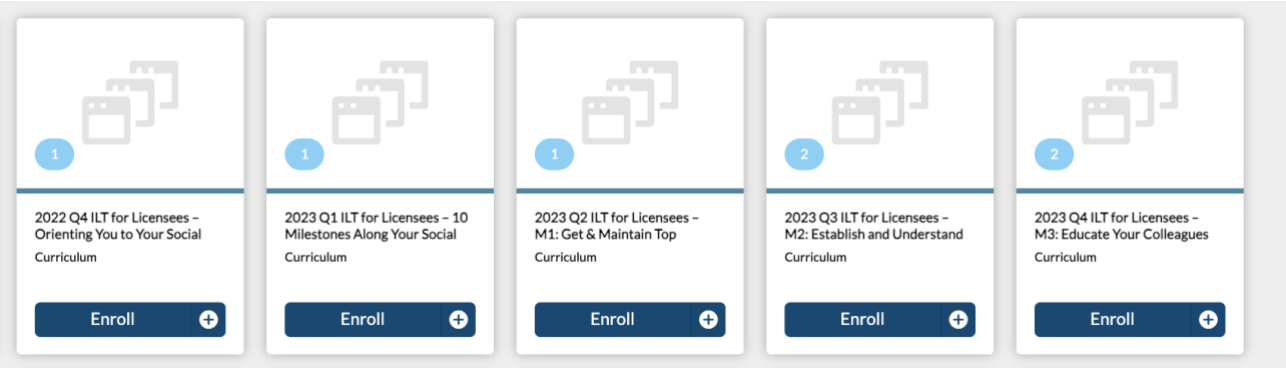
New "Curriculum" Structure:

Within each "Curriculum," you'll see two groups of learning objects (see below for a screenshot):

1. **ILT for Licensees** (Choose One): this includes the live session in Zoom as well as the recording. Licensees are only required to have one individual complete one of these two options.
2. **Quiz**: Licensees are required to have one individual complete the quiz after either attending the live session in Zoom or watching the recording.



Note: FLA has recently changed the structure of how the ILTs appear in the FLA e-Learning Platform. As of 2024, each ILT is now organized as a "curriculum," which can be found in the Catalog. You'll be presented with the option to "enroll" in the past curricula (as shown in the screenshot below), even if you already completed them. When you click "enroll" on a past curriculum, it will indicate whether or not you completed the training itself.

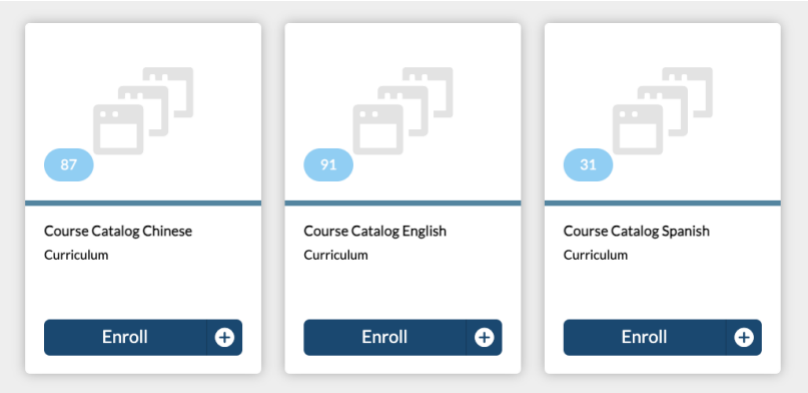


ii. Optional: Course Catalog

Starting in 2023, FLA began designing courses and making them available to FLA members and affiliates. FLA's course catalog includes courses created by third parties as well as courses created by FLA. **To take any course within the Course Catalog**, click on **Catalog** and enroll in "Course Catalog English." This catalog is also available in Simplified

Chinese and Spanish. If you prefer one of these languages, then be sure to choose that option. Upon enrolling in the curriculum, choose a course and enroll.

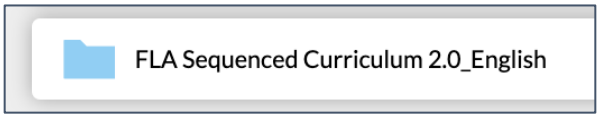




iii. Optional: FLA Sequenced Curriculum 2.0

FLA Collegiate Licensee affiliates are welcome to enroll in the **FLA Sequenced Curriculum 2.0** if they would like to participate in supplemental learning opportunities in addition to the required quarterly ILTs (see i. Requirement: FLA Instructor-Led Training (ILT) for Licensees above).

To participate in the **FLA Sequenced Curriculum 2.0**, please contact FLA (eLearning@fairlabor.org) to ask to be enrolled. Once enrolled, you can access the curriculum by clicking on the folder titled "FLA Sequenced Curriculum_2.0_English." in your "My Courses" or "Catalog." New modules will be released every 91 days, and you will receive regular email reminders when new modules are available and regarding upcoming deadlines. For more information, please refer to the full curriculum. here.



iiii. FAQs for Licensee Affiliates

How do I designate a new learner?

If you need to designate a new learner to access the e-Learning platform, please instruct them to take the steps within the section "How to Sign In."

Who should participate from my company?

Staff with CSR/Sustainability/Social Compliance responsibilities are great candidates for the e-Learning Program. The knowledge they gain through the program should be shared internally with other teams and departments to broaden organizational awareness. We recommend taking the courses in a group (ideally including your sourcing team) to discuss how the knowledge can be applied to your business operations, particularly procurement and production. If you do not have a formal CSR department, then the individuals responsible for working with suppliers or intermediaries or purchasing products should participate. Any individual whose decisions and work impact purchasing or supply chain management is an excellent candidate for participation. Top management is also ideal, when possible.

What if I'd like to have multiple participants from my company?

In addition to the requirement above, FLA Licensee affiliates are welcome to have additional staff participate in the FLA e-Learning Program, but please note that only 5 e-Learning platform accounts are included with affiliation. Once the 6th user signs into the platform, FLA will issue an invoice for $100/extra account/year.

I just found out about the licensee requirement; do I have to make up previous ILTs?

First, we send regular reminders to contacts in MyFLA; please keep your information up-to-date so that you don't miss out on these reminders. If you have a delayed start, you will begin with the current training topic. Our goal is for you to absorb and apply this new information. Although you are welcome to read up on previous topics on your own, we do not require multiple ILTs to be taken at once because they are not beneficial when used as a checklist exercise.

How should I use my new knowledge?

Licensees are expected to share the new knowledge internally with their colleagues and take steps to implement the new concepts to make CSR improvements in their business operations.

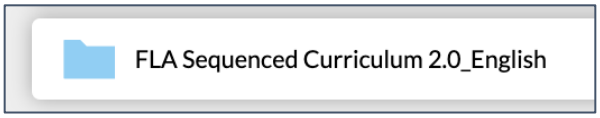
b. For Participating Companies, University Members, and CSOs

NO REQUIREMENT: FLA Members (Participating Companies, University Members, and CSOs) are welcome to participate in e-Learning but have **no e-Learning requirements**. The following opportunities are optional.

i. Optional: FLA Sequenced Curriculum 2.0

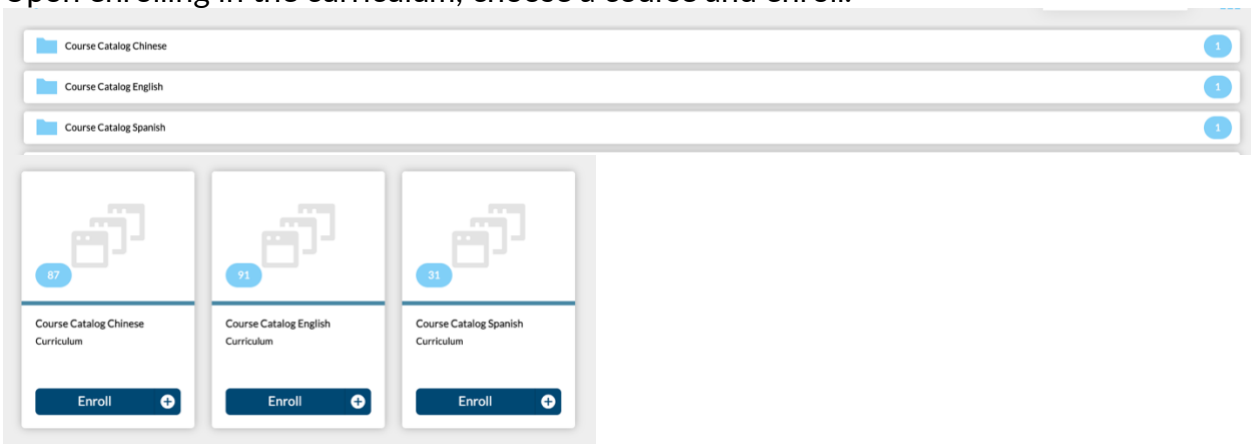
FLA members are welcome to enroll in the FLA Sequenced Curriculum 2.0 with one new module released every 91 days. See the full curriculum here.

To participate in the FLA Sequenced Curriculum 2.0, click on the folder **FLA Sequenced Curriculum_2.0_English**. You will then have new modules released every 91 days, and you'll receive monthly email reminders when deadlines are not met.



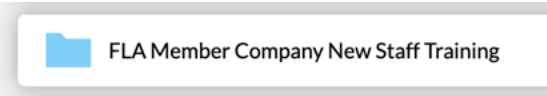
ii. Optional: Course Catalog

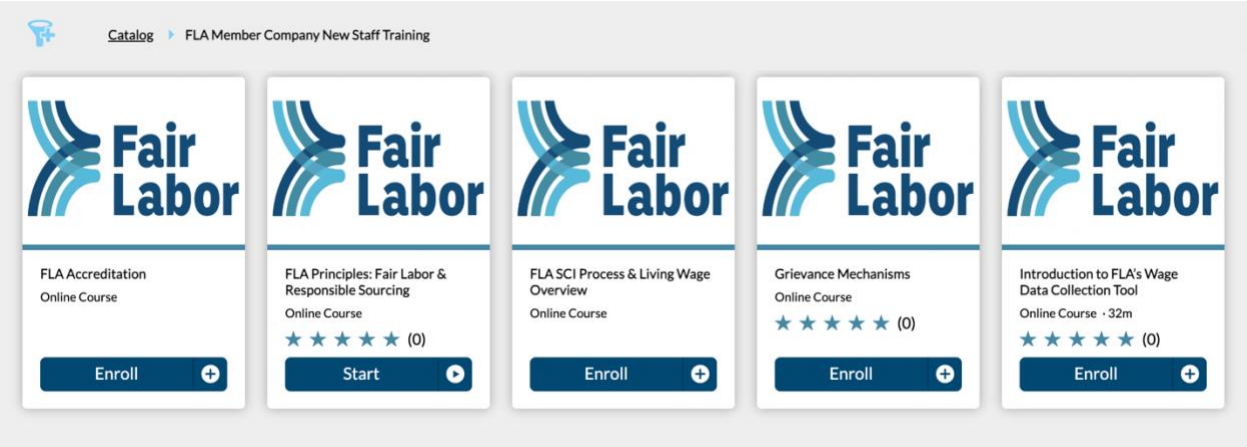
Starting in 2023, FLA began designing courses and making them available to FLA members. FLA's course catalog includes courses created by third parties as well as courses created by FLA. **To take any course within the Course Catalog**, click on **Catalog** and enroll in "Course Catalog English." This catalog is also available in Simplified Chinese and Spanish. If you prefer one of these languages, then be sure to choose that option. Upon enrolling in the curriculum, choose a course and enroll.



iii. Optional: FLA Member Company New Staff Training

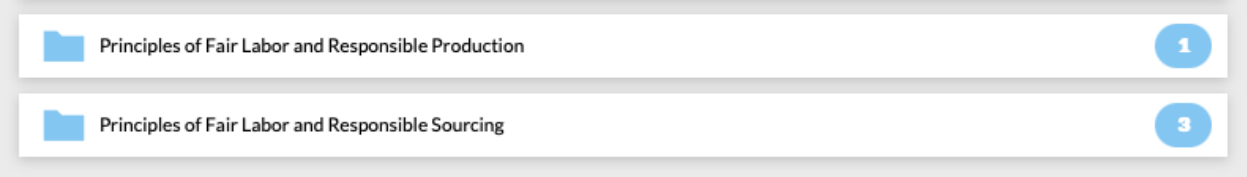
New staff at FLA Member Companies in the Accreditation track (i.e., Participating Companies) have the option of enrolling in a suite of courses meant to provide a comprehensive introduction to FLA's values, mission, and expectations in the Accreditation process. To access these courses, click on **Catalog** and then **FLA Member Company New Staff Training**.





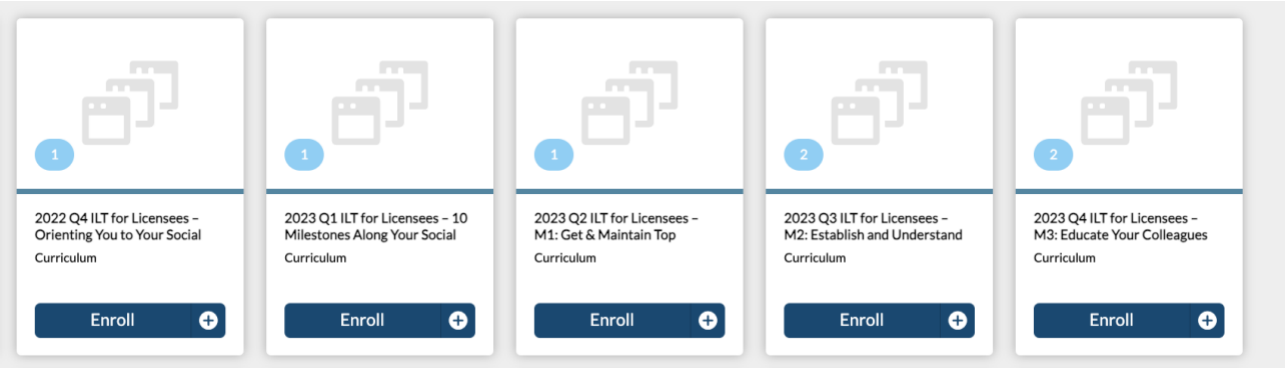
iv. Optional: FLA Principles Courses

FLA recently added two new course categories containing courses on FLA Principles of Fair Labor and Responsible Sourcing/Production. FLA Member Companies (i.e., Participating Companies and Suppliers) have the option of taking these courses as a resource for knowledge enhancement, to deepen their understanding of FLA's requirements, and improve their performance throughout the accreditation process. FLA maintains these principles to uphold and protect workers' rights, and they provide foundational guidance for companies to apply in their systems and operations. To access these courses, click on **Catalog** and then folders: **Principles of Fair Labor and Responsible Production**, and **Principles of Fair Labor and Responsible Sourcing**.



v. Optional: Instructor Led Training

While designed for collegiate licensee affiliates, FLA members are welcome to join live or watch the recording for any ILT, which cover a range of topics loosely aligned with FLA principles. These can be found in the Catalog area at the bottom of the page.



4. Number of Accounts Provided

Member companies in the accreditation track: Ten e-Learning platform accounts are included with FLA membership. Once a 11th user signs into the platform, FLA will issue an invoice for $100/extra account/year.

FLA affiliates: Five e-Learning platform accounts are included with FLA affiliation. Once a 6th user signs into the platform, FLA will issue an invoice for $100/extra account/year. Contact elearning@fairlabor.org if you are interested in a large group of staff having access to the e-Learning platform.

5. How to Sign In

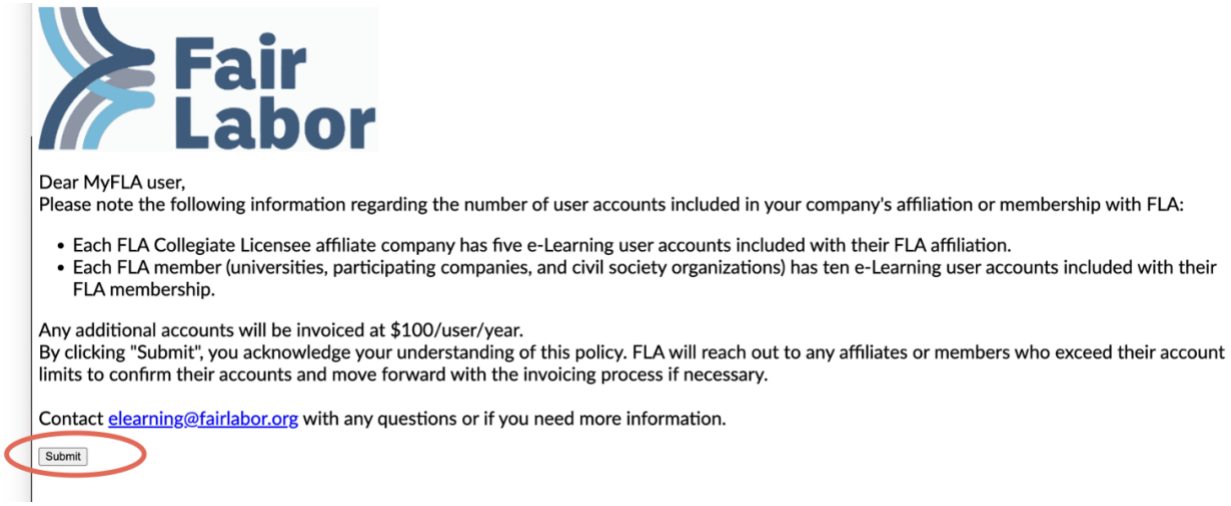
FLA has implemented a single sign-on process for the e-Learning platform, which is accessed through MyFLA.

Step 1: Sign into MyFLA. Click on or paste the following link into your browser (https://fla.users.membersuite.com/auth/portal-login). If it is your first time signing into MyFLA, or if you have forgotten your password, then click **Forgot Password** to reset it. If you have any issues signing in, contact platformadmin@fairlabor.org.

Step 2: Once you've successfully signed into MyFLA, select either company or individual profile and click on **Sign into e-Learning**.



*You'll need to click submit at this page. Keep in mind that only ten e-Learning platform user accounts are included with FLA membership, or 5 user accounts are included with FLA affiliation. Once the additional user from your company signs in, your company will be invoiced.



6. Factory e-Learning Curriculum

The Factory e-Learning Program is an online program designed specifically to promote sustained learning for factories/suppliers. The purpose is to increase on-the-ground CSR knowledge through short, ongoing virtual lessons reaching a wide range of factories/suppliers. The intention is for factory staff to progressively absorb new social compliance knowledge that they will then integrate into conversations, meetings, strategy, and ultimately their operations.

It is a two-year program consisting of 52 lessons. A new lesson is released every other week. The FLA Factory e-Learning Curriculum covers a variety of CSR/sustainability topics at a fundamental level. Please note that the program is not intended for more advanced learners. However, it does function well as an annual refresher. The program is currently available in English and Simplified Chinese.

The cost is $300/participant/year. Please contact elearning@fairlabor.org with a completed registration form to enroll your factory staff.