

COMPARISON GUIDE

HeyLoopy vs Learning Pool: When a Content Library Isn't Enough

Learning Pool is a well-established enterprise learning platform trusted by 1,500+ organizations. But access to pre-built content libraries and compliance workflows doesn't guarantee that your team retains what they learn. This guide compares two fundamentally different approaches to corporate training.

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Executive Summary

This comparison guide is written for training leaders, L&D professionals, and operations managers evaluating learning platforms for their teams. It presents an honest, data-driven comparison of Learning Pool and HeyLoopy - two platforms that approach corporate training from fundamentally different angles.

Learning Pool is a comprehensive enterprise learning platform focused on delivering personalized experiences at scale. Serving 1,500+ global organizations across financial services, government, energy, and retail, it carries a 4.15/5 rating on eLearningIndustry (36 reviews) and a 4.3/5 on Gartner Peer Insights (14 ratings). It excels at content libraries, compliance workflows, and skills-based learning powered by workforce data insights.

HeyLoopy is an AI-powered micro-learning platform designed around a different premise: that the goal of training isn't completion - it's retention. Rather than hosting static courses or curating content libraries, HeyLoopy generates personalized daily micro-lessons from your existing documents, uses spaced repetition to combat the forgetting curve, and provides an AI coach that answers employee questions directly from your institutional knowledge base.

Both platforms have legitimate strengths. The right choice depends on what you're optimizing for: **content breadth and compliance coverage** or **lasting knowledge retention**.

The core question

Organizations spend an average of \$1,280 per employee per year on training (ATD 2022). Without reinforcement, learners forget 70% of new material within a week. If your platform provides a comprehensive content library but doesn't address retention, how much of that investment is producing lasting knowledge?

Learning Pool: Platform Profile

4.15/5

eLearningIndustry rating (36 reviews)

4.3/5

Gartner Peer Insights rating (14 ratings)

1,500+

Global organizations across multiple sectors

What It Is

Learning Pool is a comprehensive enterprise learning platform that delivers personalized workplace learning at scale through data-driven insights. The platform applies an understanding of who a learner is, what they know, and what they need to learn in real time. It serves organizations across financial services, government administration, IT, energy, professional services, and retail.

Core Strengths

- **Content library:** Pre-built, curated content covering compliance, onboarding, and professional development. Reduces the time organizations spend creating training material from scratch.
- **Skills and competency tracking:** Real-time insights into workforce skills gaps with the ability to assign targeted learning based on individual needs and business objectives.
- **Compliance workflows:** Strong compliance training support with automated multi-channel communications. The platform can schedule messages to learners when they meet specific conditions.
- **Service and support:** Gartner reviewers rate Service & Support at 4.7/5, one of Learning Pool's strongest differentiators. 24/7 support alongside documentation, in-person training, and webinars.
- **Evaluation and contracting:** Gartner reviewers rate Evaluation & Contracting at 4.7/5, indicating a smooth buying and onboarding experience.
- **Standards support:** SCORM 1.1, 1.2, 2004 (3rd and 4th Edition), xAPI/Tin Can, and IMS LTI. Integrates with ADP, BambooHR, Salesforce, SAP, Okta, Slack, and more.

Known Limitations

Based on Gartner Peer Insights reviews and industry analysis:

- **Content library dependency:** While the library reduces initial creation time, organizations still need to develop custom content for proprietary processes, products, and policies that no

library covers.

- **Passive delivery model:** Even with personalized recommendations, the underlying format is still course-based. Learners consume content in sessions and move on without built-in reinforcement.
- **No AI coaching:** Lacks an AI layer that can answer employee questions directly from training materials or generate new content from existing documentation automatically.
- **Enterprise complexity:** Built for large organizations with dedicated L&D teams. The platform's depth can introduce overhead for teams seeking a simpler, faster approach to training.
- **Limited retention tools:** No built-in spaced repetition, adaptive review scheduling, or knowledge reinforcement beyond course-end assessments.

Pricing

Learning Pool uses custom enterprise pricing. Costs vary based on organization size, modules selected, and content library access. Contact Learning Pool directly for quotes.

The Fundamental Gap: Content Access vs. Knowledge Retention

Learning Pool and every content-centric platform share a common assumption: that giving employees access to the right content at the right time produces effective learning. This model optimizes for **content coverage and delivery**.

HeyLoopy is built around a different model: generate training from your documents, deliver it in daily micro-sessions, reinforce it with spaced repetition, and verify retention over time. This model optimizes for **knowledge retention**.

The distinction matters because these two models produce measurably different outcomes.

What cognitive science tells us

The forgetting curve (Ebbinghaus, replicated extensively): Without reinforcement, learners forget approximately 70% of new material within one week and 90% within one month. A single training session, no matter how well curated, cannot overcome this.

Spaced repetition produces 200%+ better long-term retention than massed practice (cramming or one-time delivery). This is one of the most replicated findings in cognitive psychology.

Active recall - retrieving information from memory rather than re-reading it - strengthens neural pathways and produces stronger, more durable learning than passive review.

Micro-learning (5-10 minute sessions) produces equivalent or better comprehension than longer sessions while dramatically reducing time away from productive work.

The content paradox

A platform that makes it easy to access training content that employees forget isn't solving the training problem - it's solving the content supply problem. The real cost isn't the platform subscription or the content library fee. It's the productive hours consumed by training that doesn't produce lasting knowledge.

Feature-by-Feature Comparison

Dimension	Learning Pool	HeyLoopy
Learning approach	Content library + course-based delivery with data-driven recommendations	AI-generated daily micro-lessons with spaced repetition
Content creation	Pre-built content library + manual authoring tools	Upload documents; AI generates training automatically
Retention method	Course completion tracking, skills assessments	Spaced repetition + active recall, adaptive per learner
AI capabilities	Data-driven content recommendations, skills insights	AI coach from your knowledge base, content generation, adaptive difficulty
Learner time	30-60 min course sessions, library browsing	5-10 min daily micro-sessions
Admin time	Library curation, custom course building, skills mapping	Upload docs once; AI handles ongoing training delivery
Knowledge verification	Completion tracking + skills assessments	Continuous mastery assessment with gap identification
On-demand help	Search content library manually	AI coach answers questions from your institutional knowledge
Compliance	Automated compliance workflows, multi-channel communications	Continuous reinforcement + verifiable mastery records
Scalability	Enterprise-scale with dedicated L&D team required	AI-generated content scales with your documentation
Standards	SCORM (all versions), xAPI, IMS LTI	API-first; integrates with existing LMS as a complement
Best for	Large enterprises needing content libraries and compliance at scale	Teams that need training to produce lasting, verifiable knowledge

The Retention Argument

HeyLoopy's approach is built on three proven learning science principles that content-library platforms don't implement:

1. Spaced Repetition

Instead of delivering all training in one session, HeyLoopy spaces content over time. Key concepts reappear at scientifically-optimized intervals - just before the learner would forget them. This transforms the forgetting curve from an enemy into an advantage: each retrieval strengthens the memory further.

2. Active Recall

Rather than asking learners to re-read or re-watch content, HeyLoopy requires them to retrieve answers from memory. This is harder than passive review, but it produces dramatically stronger retention. Every interaction is an assessment and a learning event simultaneously.

3. AI-Powered Personalization

The AI adapts to each learner's performance. Topics they've mastered appear less frequently. Topics where they struggle get more reinforcement. This means two employees working with the same training materials will have different daily experiences - each optimized for their specific knowledge gaps.

Content Library (Learning Pool)

- Browse or get assigned a course
- Complete the module once
- Pass a skills assessment
- Move on to the next topic
- Forget 70% within a week
- Re-take annually for compliance

AI Micro-Learning (HeyLoopy)

- 5-10 min daily sessions
- Active recall on every interaction
- Spaced repetition prevents forgetting
- AI adapts to individual gaps
- Continuous mastery verification
- Always audit-ready, not just annually

Three Scenarios: How Each Platform Handles Real Training Challenges

Scenario 1: New Employee Onboarding

With Learning Pool: You assign a curated onboarding pathway from the content library, supplemented with custom modules covering your company's specific policies and tools. The new hire works through several hours of courses in their first week. Skills assessments verify initial comprehension. Two weeks later, they're asking colleagues questions the training already covered because the one-time delivery has faded from memory.

With HeyLoopy: You upload your onboarding documents (handbook, SOPs, product guides). The AI generates a personalized training program. The new hire receives 5-10 minute daily sessions starting day one, covering the same material over 2-3 weeks with spaced repetition. They're productive from day one (sessions are short enough to allow real work), and the knowledge sticks because it's reinforced over time. When they have questions, the AI coach answers from your actual documentation.

Scenario 2: Product Knowledge for Customer-Facing Teams

With Learning Pool: You build custom product training modules (the content library won't cover your proprietary products). The sales team completes them. On the next customer call, they're still referring to cheat sheets because the training was a one-time event and the product changes faster than courses can be updated.

With HeyLoopy: You update your product documentation. The AI automatically incorporates new material into daily training sessions. The team is drilled on current product knowledge continuously. When a prospect asks a question, the AI coach provides the answer instantly - no searching through modules or documentation.

Scenario 3: Compliance Refresher Training

With Learning Pool: Compliance pathways are assigned with automated reminders and multi-channel communications. Employees complete the required modules, pass assessments, and receive certifications. Between annual refreshers, policy knowledge degrades. Learning Pool's compliance workflows track completions effectively, but completion doesn't equal retention.

With HeyLoopy: Compliance policies are reinforced daily in small doses. The AI identifies which employees have gaps in specific policy areas and increases reinforcement for those topics. When

regulators ask for evidence of training, you show continuous engagement data and per-employee mastery scores - not just annual completion timestamps.

Pricing Analysis

Learning Pool Pricing

- **Enterprise pricing:** Custom quotes based on organization size, modules, and content library access
- **Content library:** Additional licensing for pre-built course content
- **Implementation:** Professional services for setup, integration, and skills mapping
- **Ongoing:** Annual subscription with support tiers

Hidden Costs to Consider

The subscription price is only part of the total cost of ownership. With any content-library LMS, factor in:


- **Custom content creation:** The library covers generic topics, but your proprietary processes, products, and policies still need custom courses. That development time adds up quickly.
- **Skills mapping overhead:** Setting up competency frameworks and mapping content to skills requires dedicated L&D resources and ongoing maintenance as roles evolve.
- **Content maintenance:** Both library and custom content need updating when processes, regulations, or products change. Someone has to review, update, and re-deploy courses on an ongoing basis.
- **Ineffective training cost:** If 70% of training is forgotten within a week, the real cost is the wasted productive time - not the platform fee.

HeyLoopy's Value Proposition

HeyLoopy eliminates the content creation bottleneck entirely. Upload your existing documents - handbooks, SOPs, product guides, policy manuals - and the AI generates training automatically. This eliminates the largest hidden cost of any content-library approach: the gap between what the library covers and what your organization actually needs to train on.

The real ROI question

The most cost-effective platform isn't the one with the largest content library - it's the one that produces the most retained knowledge per dollar spent. If your enterprise platform requires custom content development on top of library fees and produces training that's largely forgotten, the actual



cost per retained knowledge unit is significantly higher than a platform that generates training automatically and ensures retention through proven cognitive science.

Migration and Coexistence

HeyLoopy is not a rip-and-replace proposition. Many organizations use HeyLoopy alongside their existing learning platform - including Learning Pool.

HeyLoopy complements your learning platform

- **Keep your content library:** If you've invested in Learning Pool's content library for compliance and general professional development, that investment remains valuable.
- **Add retention to existing training:** Feed the same content into HeyLoopy to generate reinforcement sessions. Employees complete courses in Learning Pool, then retain the knowledge through HeyLoopy's daily micro-lessons.
- **Use HeyLoopy for institutional knowledge:** SOPs, handbooks, and proprietary documentation that don't fit neatly into a content library are ideal for HeyLoopy's document-to-training pipeline.
- **Gradual transition:** Start with one use case (e.g., onboarding or product knowledge) and expand based on results. No big-bang migration required.

Getting Started

1. Identify one training area where retention matters most (onboarding, compliance, product knowledge)
2. Upload the relevant documentation to HeyLoopy
3. AI generates a training program in minutes
4. Pilot with a single team and measure knowledge retention vs. your existing approach
5. Expand based on data

Recommendation

Choose Learning Pool if:

- You need a large pre-built content library for generic compliance and professional development
- You have a dedicated L&D team to manage skills frameworks and content curation
- Your organization requires enterprise-grade compliance workflows with automated notifications
- You can invest in implementation and ongoing skills mapping across a large workforce
- Completion records and compliance certifications satisfy your regulatory requirements
- You need deep SCORM/xAPI compatibility across multiple content standards

Choose HeyLoopy if:

- You need employees to actually remember their training
- You want to turn existing documentation into training without manual course creation
- Your team is drowning in repetitive training questions that could be automated
- You need continuous compliance readiness, not annual checkbox exercises
- You want data on what your team knows, not just what they've completed
- You value AI-powered personalization that adapts to each learner

Consider both if:

- You have existing content library investments worth preserving but want to add retention to the mix
- Some training (generic compliance, professional development) stays in Learning Pool while proprietary knowledge moves to HeyLoopy
- You want to run a pilot comparing retention outcomes before committing fully

Next Steps

Ready to see how HeyLoopy handles your training content? Start a free trial at app.heyloopy.com/signup - upload a document and see AI-generated training in minutes. No credit card required.



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