2025 Benchmark Report

The State of Legacy eLearning Modernization in Pharmaceutical

Executive Summary

Many organizations in the Pharmaceutical sector still rely on outdated SCORM-based training for critical regulatory and compliance topics. This legacy approach creates hidden risks, poor learner engagement, and scalability issues for global teams.

This report explores how leading organizations in this sector are using AI to modernize legacy training, reduce update costs, and improve compliance readiness across multiple regions.

Key Findings

• Over 65% of organizations in this sector have SCORM training libraries over 5 years old
• 50% struggle with outdated regulations and poor mobile access
• AI-powered modernization reduces update time and costs by up to 60%
• Learner engagement improves by 50–70% after modernization
• Global accessibility and audit-readiness are significantly improved

Why Modernization is Urgent for Pharmaceutical

• Constantly evolving GMP, safety, and regulatory training requirements
• Legacy SCORM is slow to update and difficult to localize
• Global accessibility and audit-readiness challenges

How AI Transforms Legacy Pharmaceutical Training

✔ AI accelerates modernization of GMP and clinical training
✔ Localization in 60+ languages and accessibility compliance
✔ SCORM to xAPI conversion for improved compliance tracking
✔ Faster deployment of global, audit-ready pharma training

Next Steps for Pharmaceutical L&D Leaders

• Audit legacy training libraries to identify outdated or high-risk content
• Run pilot modernization projects to validate AI-driven efficiencies
• Partner with specialists to scale AI-powered modernization globally
• Ensure all modernized content meets accessibility, localization, and regulatory standards

Discover how to modernize your legacy training with AI — faster, more affordably, and fully audit-ready.

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🌐 www.intraintel.com | ✉ anand@intraintel.com