Realize it

ADAPTIVE LEARNING

The Key to Personalization in the Workplace

Personalized learning is widely thought of as a key to improved business performance. The Brandon Hall Group's 2021 State of Learning Practices Study stated 93% of companies strongly agree that personalized learning helps improve organizational as well as individual performance. Dig under the surface and you quickly discover that to achieve personalized learning at scale, an organization must implement an AI-powered adaptive learning solution into their learning ecosystem.

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What Does Adaptive Learning Technology Do for You?

While eLearning has become an accepted way to make learning cost-effective and convenient, adaptive learning is the catalyst to truly expand what is possible by personalizing all modalities of learning (eLearning, instructor-led, trainer-led in the field, virtual, etc.) in the moment at the point of need.

Adaptive learning starts with a new way of constructing training by focusing first on the specific knowledge and skills to be developed that are then linked to bite-sized and measurable learning resources. The result is an improved learning design that an AI-powered adaptive learning engine can use to continuously personalize the experience for each learner – be it self-directed or supported by trainers and coaches.

This adds great benefits such as: improving learning efficiency, speed to competency, achievement, learner engagement, trainer and coaching efficiency and effectiveness, and ultimately improved individual and organizational performance.

KEY ATTRIBUTES OF ADAPTIVE LEARNING

- Focuses first on specific knowledge to be developed

- Links knowledge to bite-sized learning resources

- AI-powered engine continuously monitors learning

- Delivers what each learner needs to learn minus what they know

- Supports all modalities (self-directed or instructor-led)

Adaptive learning delivers a more advanced approach to eLearning and directed learning beyond what a learning management system (LMS) or a learning experience platform (LXP) can provide.
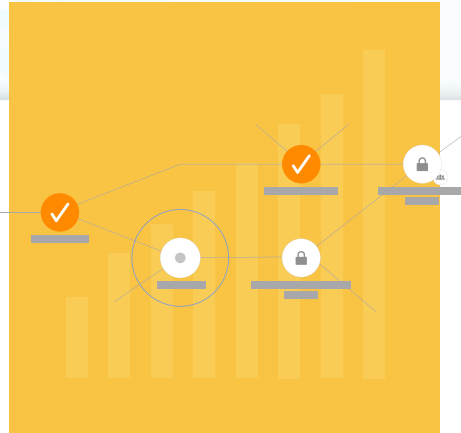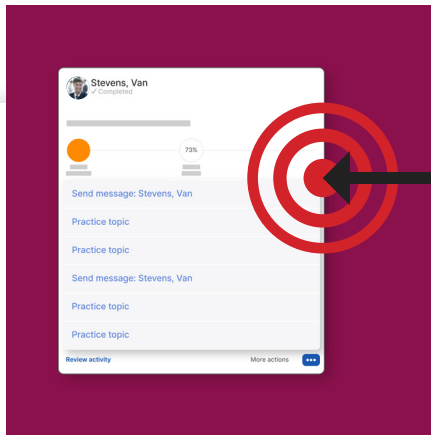

Tools for creating maps

that can be used to chart the individual journeys and link learning to measurable knowledge, skills, and competencies.
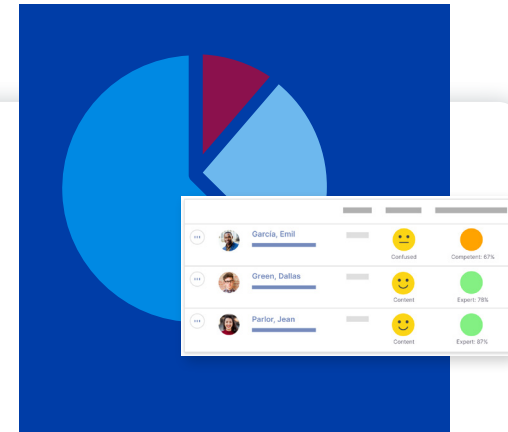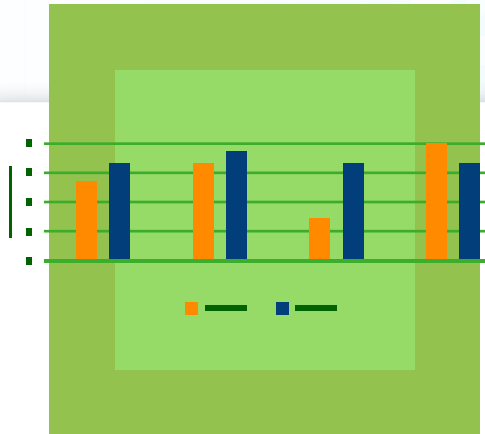

A personalized eLearning experience where an AI-powered adaptive engine delivers precisely what each learner needs to know just when they need to know it.

Continuous observation and measurement of each learner's progress to identify strengths and weaknesses, avoiding time spent on concepts they already know well thus allocating more focused time filling in knowledge gaps.

A deeper measurement of learning where the results are used to calibrate the personalized learning experience (much like a GPS dynamically optimizes pathways to achieve the desired outcome).
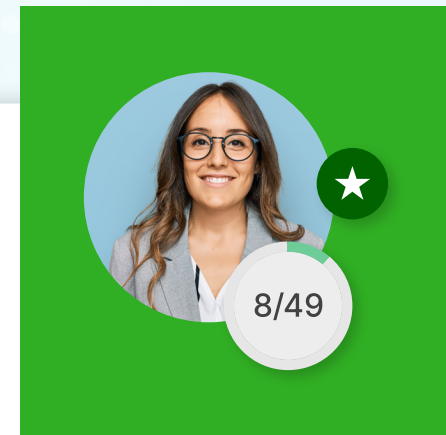
A user experience that provides rich and timely insights to all the human stakeholders in the learning process – designers, trainers, coaches, instructors, and managers.

An intelligent adaptive learning system increases confidence for learners, trainers, and managers because the system introduces new levels of precision that allows stakeholders to reliably know exactly what learners know and do not know at a point in time.

Eleven Ways
Adaptive Learning
Can Make An Impact

1   Improves Speed to Competency

2   Ensures Competency

3   Improves Knowledge Retention

4   Personalizes to every learner in context

5   Provides a detailed learning map to guide each learner's journey

6   Provides a true blended experience

7   Delivers greater insights for coaching

8   Optimizes the training development and delivery process

9   Reduces training maintenance costs

10   Creates a continuous feedback loop between learners and designers

11   Allows you to truly know what learners know and begin to link learning to performance

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2

Improves speed to competency

Time spent away from the job for training purposes can be a major concern. Adaptive learning can minimize downtime spent in the learning process:

— **The assessment-based approach** allows learners to quickly demonstrate what they already know and reveal the bits they don't yet know.

— **An individual's detailed learning history** can evidence prior learning - down to granular knowledge bits.

— **Learners are guided to focus on their knowledge gaps,** not on material they already know.

Ensures Competency

Adaptive learning can measure levels of competency, even helping correct inaccuracies that each learner believes to be true. For example, a patient care technician in a healthcare setting thought they knew how to operate a life-sustaining device properly, but there were some settings they were unaware of. The system could identify and focus on just those skill gaps.

— **Adaptive learning continuously probes for areas you need to learn more about** and provides the training and practice necessary to elevate your level of competence.

— **The adaptive system is continuously checking** not just for understanding of the current question being asked, but how that relates to the entire knowledge model, as responses in one area may indicate knowledge mastery or potential gaps in other areas.

— **When weaknesses are detected, remediation can be provided right away** to bring the learner's competency up to the necessary level.

3

Improves knowledge retention

When a learner has achieved the knowledge needed to do their job well, that knowledge will decay over time. Adaptive learning reinforces knowledge to ensure it stays fresh.

— **An adaptive system** allows the learner to easily extend their learning journey beyond their initial onboarding or skill-building efforts.

— **Knowledge refreshers are automatically delivered** in micro-learning fashion based on each learner's unique needs without needing to populate a separate micro-learning system.

— **When knowledge is deemed important for performance**, areas that have not been reviewed in a defined period are automatically prioritized and delivered as micro-learning moments.

— **Performance support is built in**, which allows knowledge to be easily retrieved at the point of need, prioritizing search results based on the learner's history.


4

Personalizes to Every Learner in Context

Learner knowledge, experience, and readiness to learn come in all shapes and sizes, and learning must be accessible at any time and place. Personalization becomes a significant challenge with so many variations

— **Learning adapts to the learner's profile**, the context of their learning, their knowledge proficiency, and their engagement level.

— **Adaptive learning systems are constantly recalibrating what each learner knows** to present a tailored training experience of just what they need right when they need it.

— **This level of personalization is only possible with intelligent AI-powered adaptivity.**

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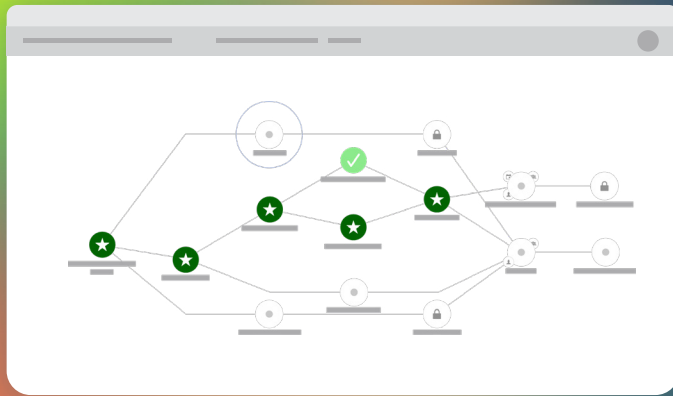
Guides Each Learner's Journey

More than just a playlist of courses, an intelligent adaptive learning system provides a detailed map that dynamically adjusts based on the evidence of demonstrated knowledge (or lack thereof).

— **Not just a serial path through a topic list**, but a true map of dependencies and parallel learning paths to increase efficiency.

— **Learners visualize the path** and "see" their own progression towards the learning goals.

— **The AI suggests the best learning path** (the most effective sequence of training modules to follow), but the learner is still given agency over their course of action.

— **Learners are highly engaged** because they have control over their learning as they navigate the detailed visual learning map and impact the path with their own choices.

6

Provides a True Blended Experience

The benefits of blended learning over pure eLearning or self- led learning are well known, including enhanced engagement, collaboration, and understanding of the content.

— **AI-powered Adaptive learning systems integrate** all the eLearning, in-person, and virtual touch points in a unified journey.

— **Learning moments involving live interactions** (virtual or in-person instruction, one-to-one training, and coaching) are more effective when part of a seamless overall learning strategy.

— **Instructors, trainers, and coaches can see what the learners know** and what they still need to work on, both as a group and individually, making their discussions and focus groups more productive.

7

Delivers Great Insights for Coaching

The ability to see both individual and group performance on detailed topics in real time is unique to adaptive learning systems.

— **Team leaders can quickly focus on strengths and weaknesses** of individuals or the entire team, down to granular topics of importance.

— **By understanding where the team struggles as a whole, the leader can guide productive discussions** in real time that target knowledge gaps and improve performance.

— **Insights are surfaced so coaches can see when individual learners are struggling** in specific areas, improving coaching with less effort.

8

Optimizes the Training Development Process

A truly intelligent adaptive system gives you the tools and analytics needed to design, deliver, and maintain the knowledge maps and content that adapt to the needs of various learners.

— **Learning assets (knowledge, assessments, and content) become a single source of truth** as they are built, maintained, and deployed from one location and repurposed across multiple learning experiences globally.

— **More granular version control is provided** to maximize efficiency in creating the adaptive variations in the learning material.

— **Leverages the content that is in place** – there is no need to fully convert content to be used in an adaptive solution.

— **Existing content can be augmented** with new adaptive content to build fully personalized experiences in a controlled manner.

— **Current L&D staff use intuitive tools** to become adaptive experts, typically with no need to increase personnel.

Reduces Training Maintenance Costs

With adaptive learning, you target specific knowledge bits to be updated. The system will then automatically update past learners to keep them current with the training changes in real time.

— With adaptive learning, **surgical updates can be made quickly and easily** based on the improved learning design and structured data model.

— **Updates are delivered precisely** to who needs them, and the system keeps track of each learners' review status.

— **The complexity of updating an entire course is greatly simplified**. If knowledge is used in multiple places, one update will cover the entire set.

Creates a Continuous Feedback Loop

Learners can provide feedback and raise questions at any point, providing instructional designers with targeted feedback in context.

— The ability to converse about the learning materials, and to make a positive impact on the quality of the learning experience, **increases learner engagement.**

— The **tight feedback loop greatly improves quality** and simplifies the instructional designer's development process.

Links Learning to Performance

With adaptive learning, the days of measuring with completions and smile-sheets alone are over. Adaptive learning provides in-depth data about learning effectiveness to enable L&D to better support the business.

— **Continuous data is collected** about learning achievement and learner engagement as all learners navigate their learning pathways.

— **Robust analytics are provided in personalized dashboards** that inform all learning stakeholders what they need to do next to be more effective.

— **CLOs can now speak with authority in the boardroom** about business impact, skill gaps, and risk areas, leveraging real data points that are not possible from other forms of learning measurement.

Your Next Move

Chief Learning Officers and their teams continuously look for ways to leverage innovative technology that will drive learning and improve performance.

Many consider replacing their LMS to be a top priority, while some turn to the latest trends to make an impact such as point tools for microlearning or virtual reality. However, **to achieve alignment with the business and drive performance, the next step for L&D leaders should be to bring personalization to their learning ecosystem with intelligent adaptive learning solutions.**

The right adaptive solution will deepen personalization within the entire learning ecosystem, working together with existing learning systems (LMS, LXP, LCMS, HRIS, etc.). An adaptive learning system is the catalyst for a much more efficient and effective approach to training, learning and development.

With an intelligent AI-powered adaptive learning system, L&D leaders can truly offer a continuous, integrated, life-long learning solution that works for all, at all times, and for all needs and moments of learning.

A Multi-Award Winning Solution Provider

Realizeit has been recognized and certified as a Smartchoice® Preferred Solution Provider. In addition, Realizeit has received 2020 Excellence in Technology awards for AI and Machine Learning (Gold) as well as Learning Management Technology (Silver). The Brandon Hall Group confirmed that Realizeit adaptive learning technology delivers unprecedented levels of precision at scale in corporate training for workforce trainers and learners.

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