Case Study

Personalised learning through a modular adaptive framework

Impelsys developed a unique adaptive learning framework to help a large nonprofit organisation in the US to break-down a long ILT program into shorter modules. Content delivery was adapted to personal learning journeys to ensure that training modules were not repeated, and the course was based on an individual learner's existing knowledge.

Client Profile

○ Nearly a 100-year-old organisation dedicated to fighting heart disease and stroke

○ The largest voluntary organisation for a cause in the US

○ 2,500+ employees and more than 40 million volunteers and supporters across the globe

Requirement

○ A nonprofit healthcare organisation in the United States had a 40-hours-long ILT program which they wanted to condense into shorter training modules that would cater to learners as per their knowledge level.

○ It was found that learners were having to complete modules that they were already aware of, along with new topics. This increased their dissatisfaction with having to go through long training programs which had them repeating lessons/topics which they already knew.

○ Based on this finding, the organisation wanted to ensure that all the learners take only the mandatory training programs and the topics which were new to them.

○ However, they were not able to find a way of offering customised learning plans.

Solution

○ Impelsys proposed a modular adaptive approach that would provide a flexible learning framework based on specific learning outcomes.

○ This allowed us to break the content into 'bite-sized' chunks using various formats as per the learner's skills, knowledge, learning styles, and needs, and adapt the course to scaffold the learner's existing knowledge and skills.

○ This solution was based on a pre-assessment that tested the learner's existing knowledge of the topics and accordingly adapted the learning journey of the learner.

Benefits

○ Each learner had their own personalised learning experience, depending on their performance in the pre-assessment

○ The learner could have a shorter version of the original program, covering only the mandatory topics and the topics which required more attention

○ Breaking down the content into various formats and personalised content delivery to the needs of the learner