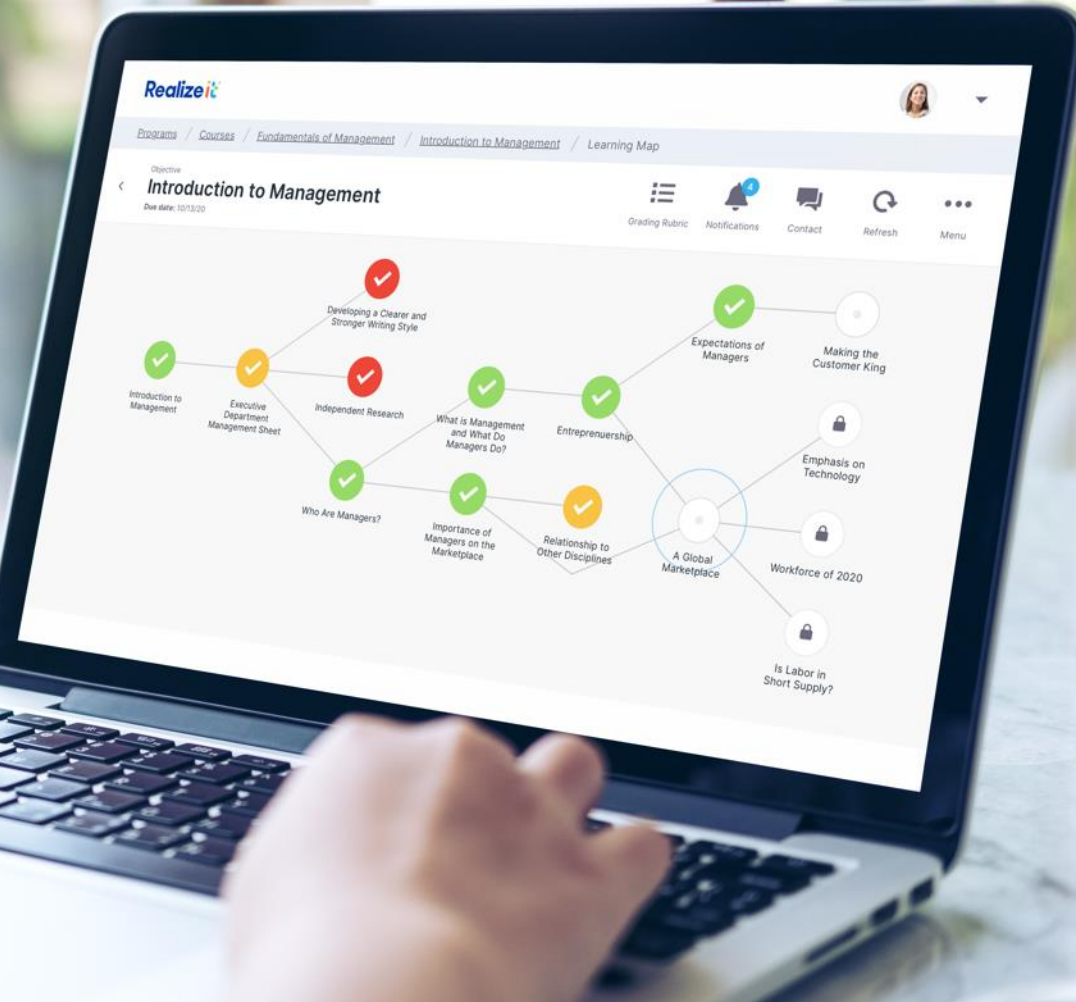


Bring Workforce Development into the 21st Century:

Adaptive Learning & Training

March 2021



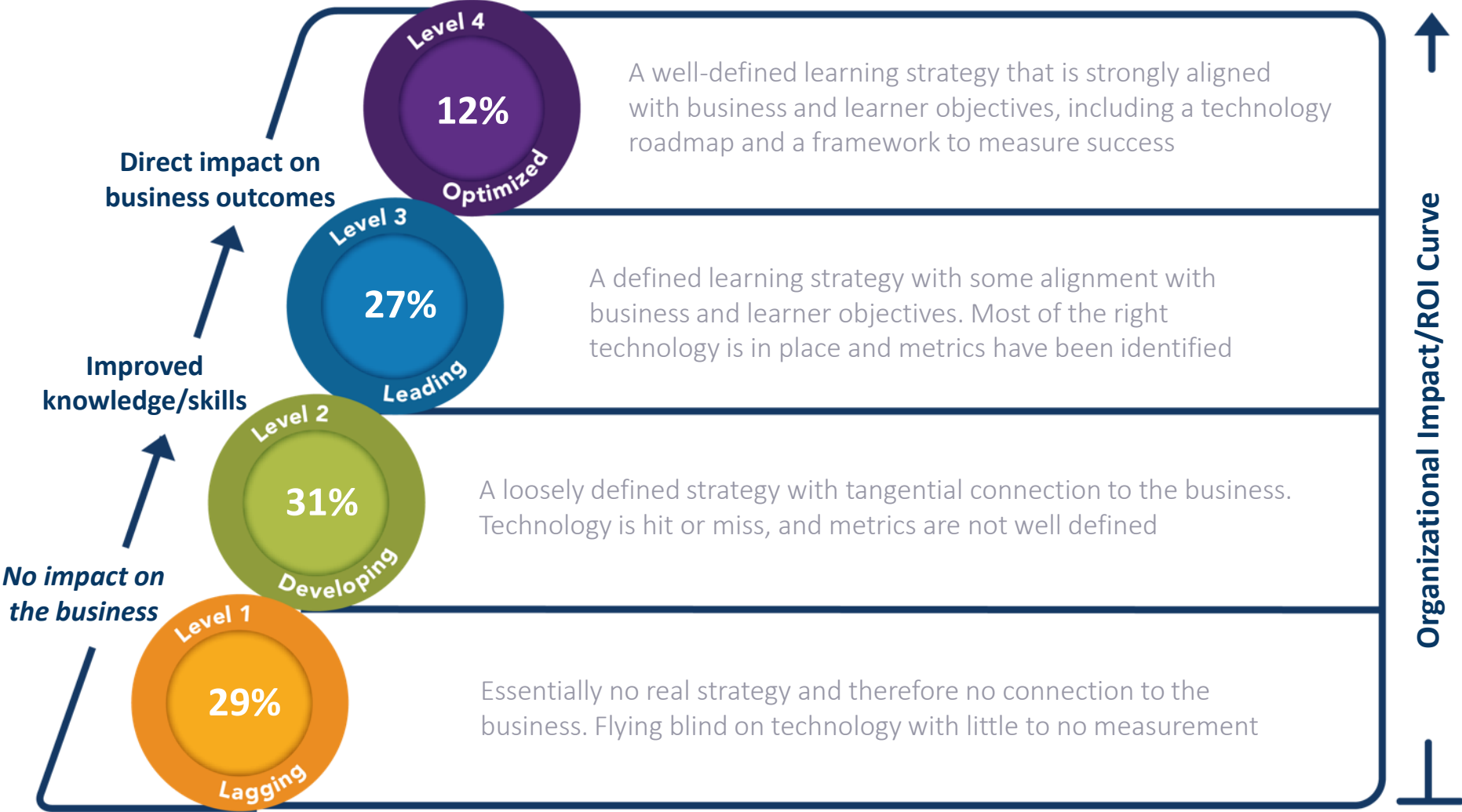
Learning Strategy Maturity

60%

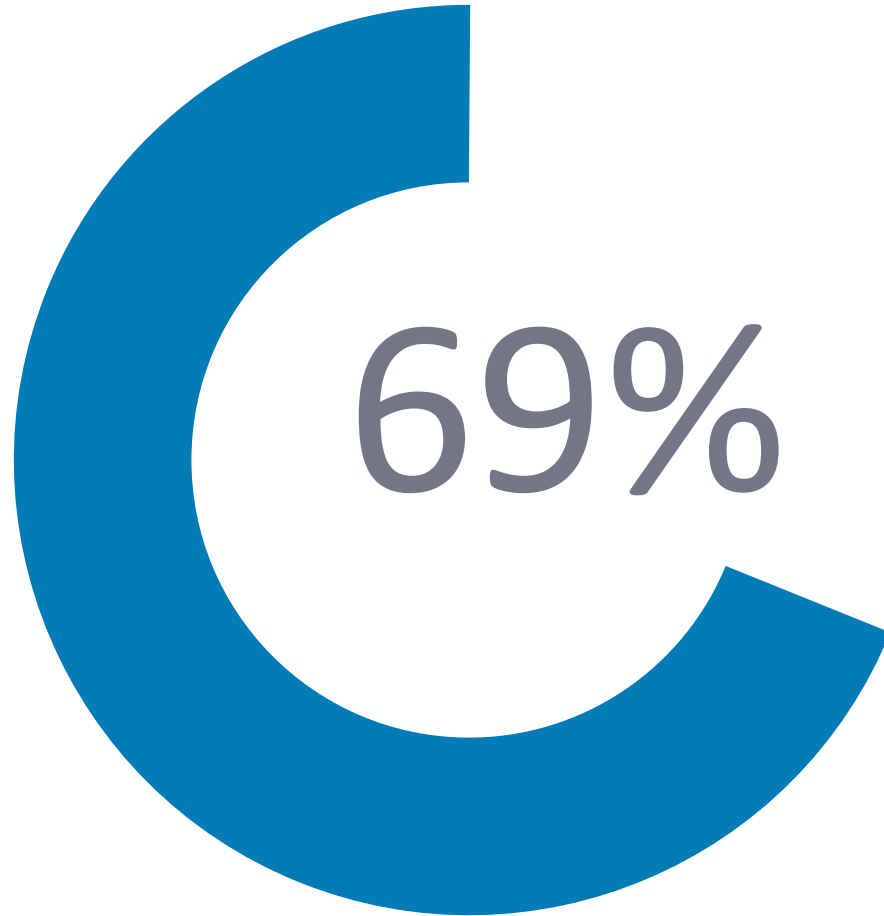
of companies struggle with creating a well-defined Learning Strategy that is strongly aligned with the needs of both the business and the individual learners.

Only 27%

of companies say their Learning Strategy includes a framework to measure success.



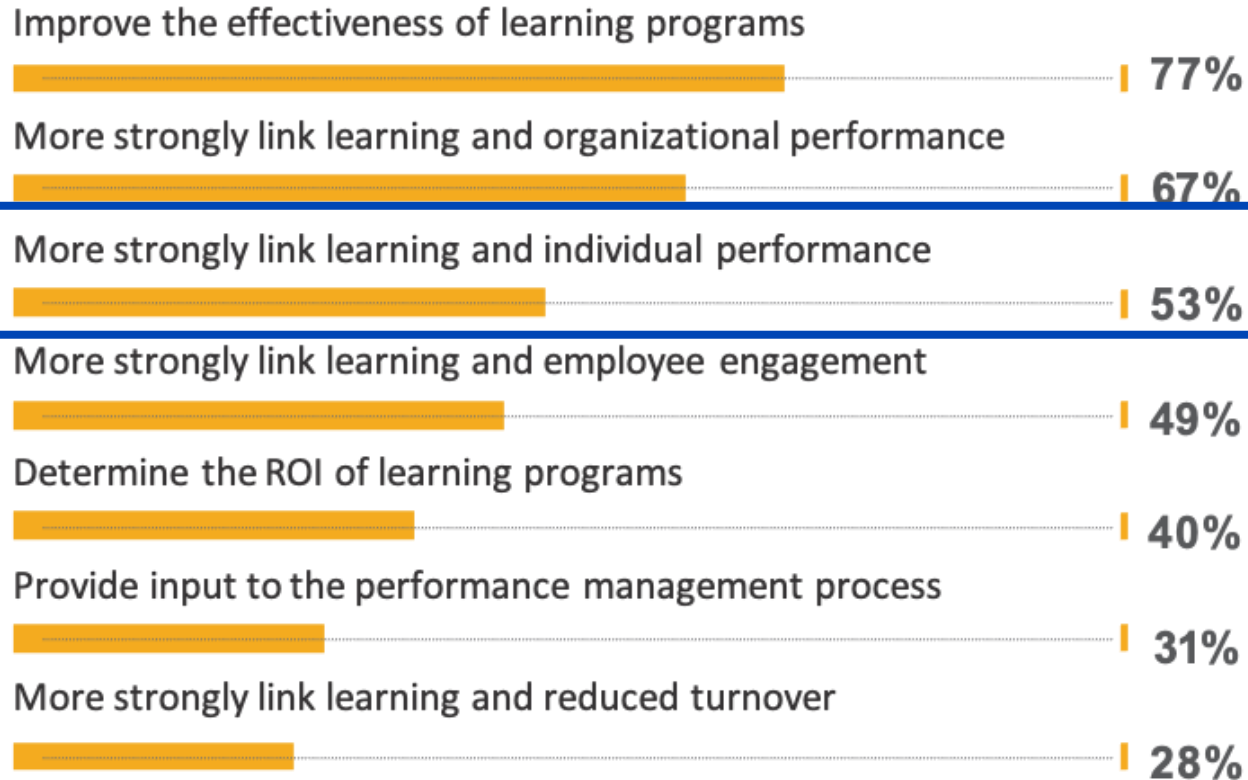
The Current State of Workforce Learning



More than two-thirds of companies say that an inability to measure learning's impact represents a challenge to achieving critical learning outcomes

Strategic Drivers of Measurement

Drivers of L&D Measurement



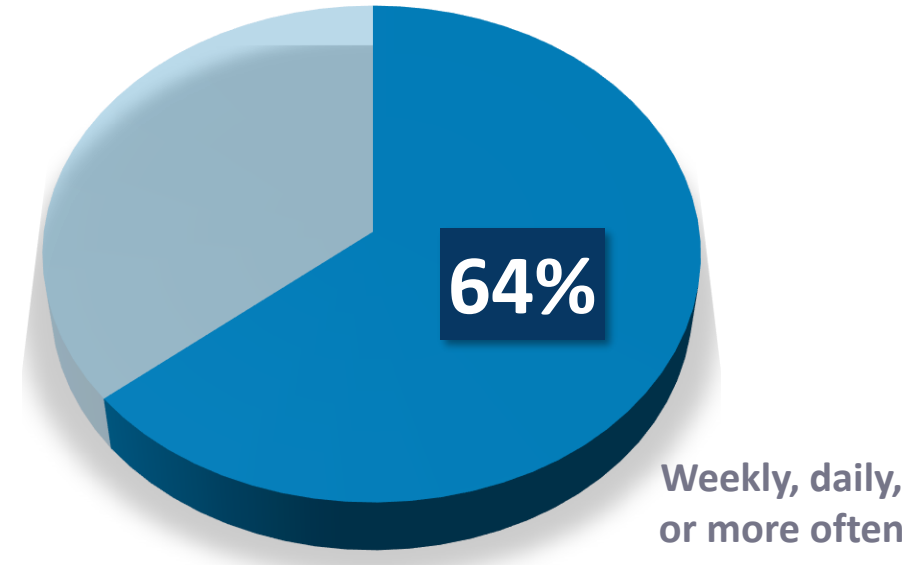
This is the core driver and the key to truly unlocking learning's impact potential

Mapping Strategy Impact on the Gain for Learners

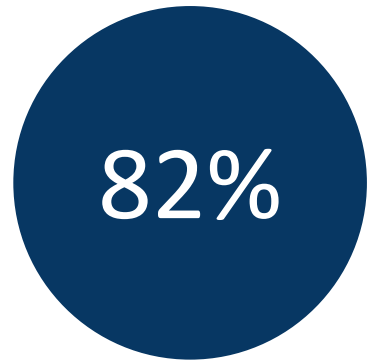


Usage and Relevance in the modern workforce context

How often would you expect your individual contributor population, on average, to need to **connect with learning resources to effectively perform their job?**



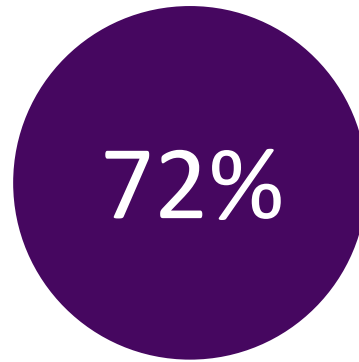
Top Five Needs for Learning Technology



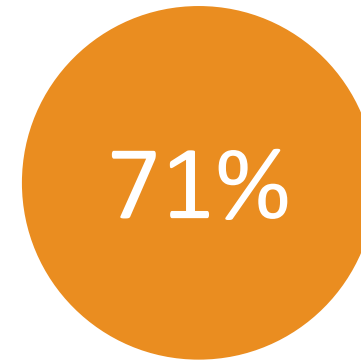
Ability to integrate
with other
systems



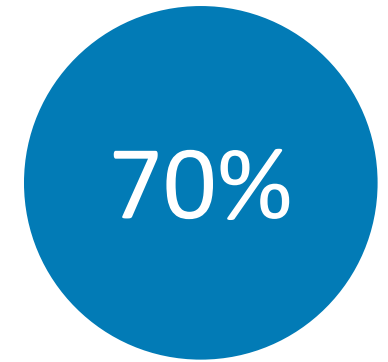
Reporting and
analytics



Ease of use



Personalization/
Contextualization



Mobile
capabilities

Training & Learning Strategy and Environment

A winning strategy requires a combination of right mindset, right process, and right technology that can deliver distinct outcomes

Mindset

Training - "table stakes"/"once-and-done" — Training - "core"/"continuous"
Usage/Satisfaction(Measured) — Knowledge (Measured/Verified)
Performance(Not Linked) — Performance (Linked)

Tech

Classroom/eLearning — Digital/Machine/Everywhere Learning
Standalone Tools/Systems — End-to-End Integrated Ecosystem

Process

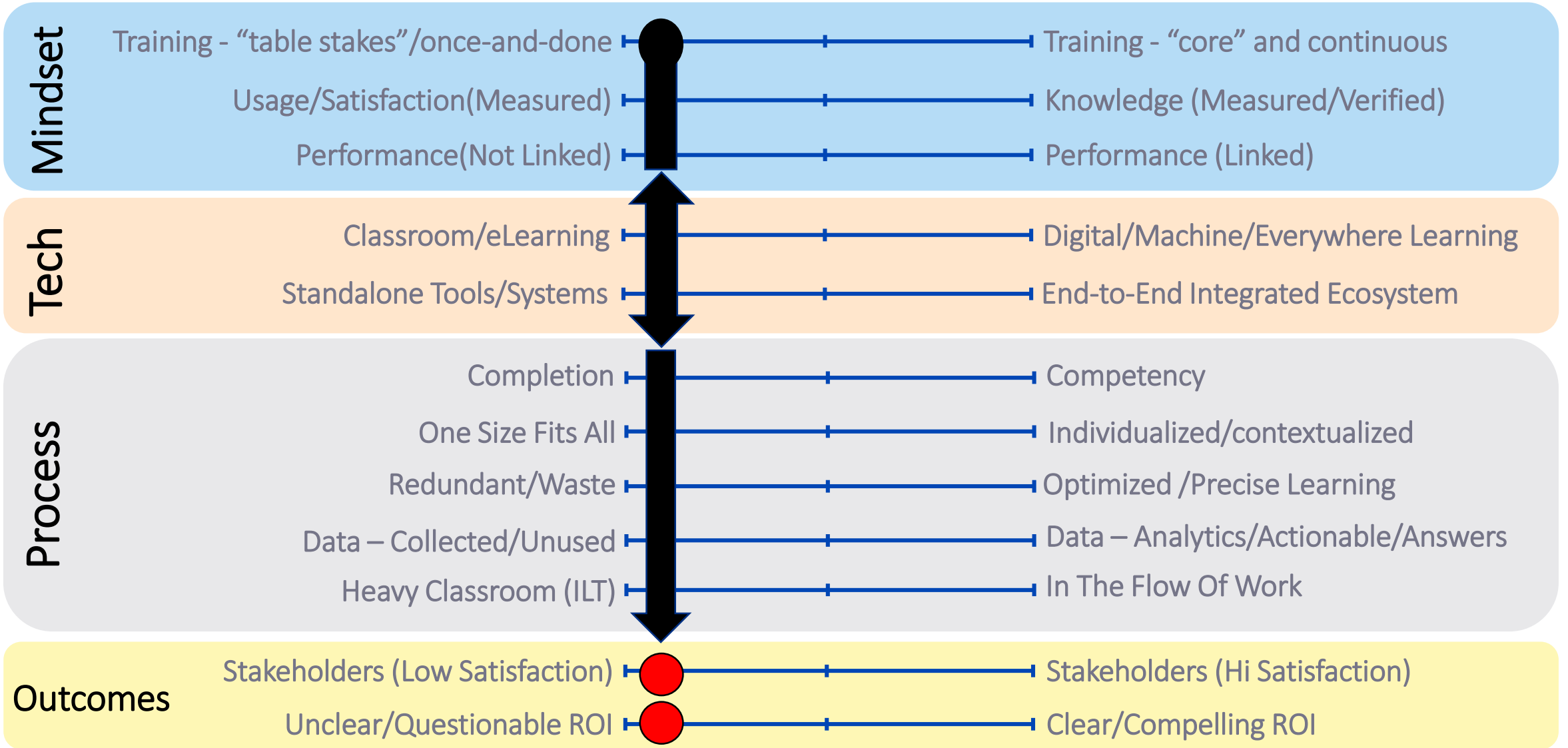
Completion — Competency
One Size Fits All — Individualized/contextualized
Redundant/Waste — Optimized /Precise Learning
Data – Collected/Unused — Data – Analytics/Actionable/Answers
Heavy Classroom (ILT) — Everywhere/In The Flow Of Work

Outcomes

Stakeholders (Low Satisfaction) — Stakeholders (Hi Satisfaction)
Unclear/Questionable ROI — Clear/Compelling ROI

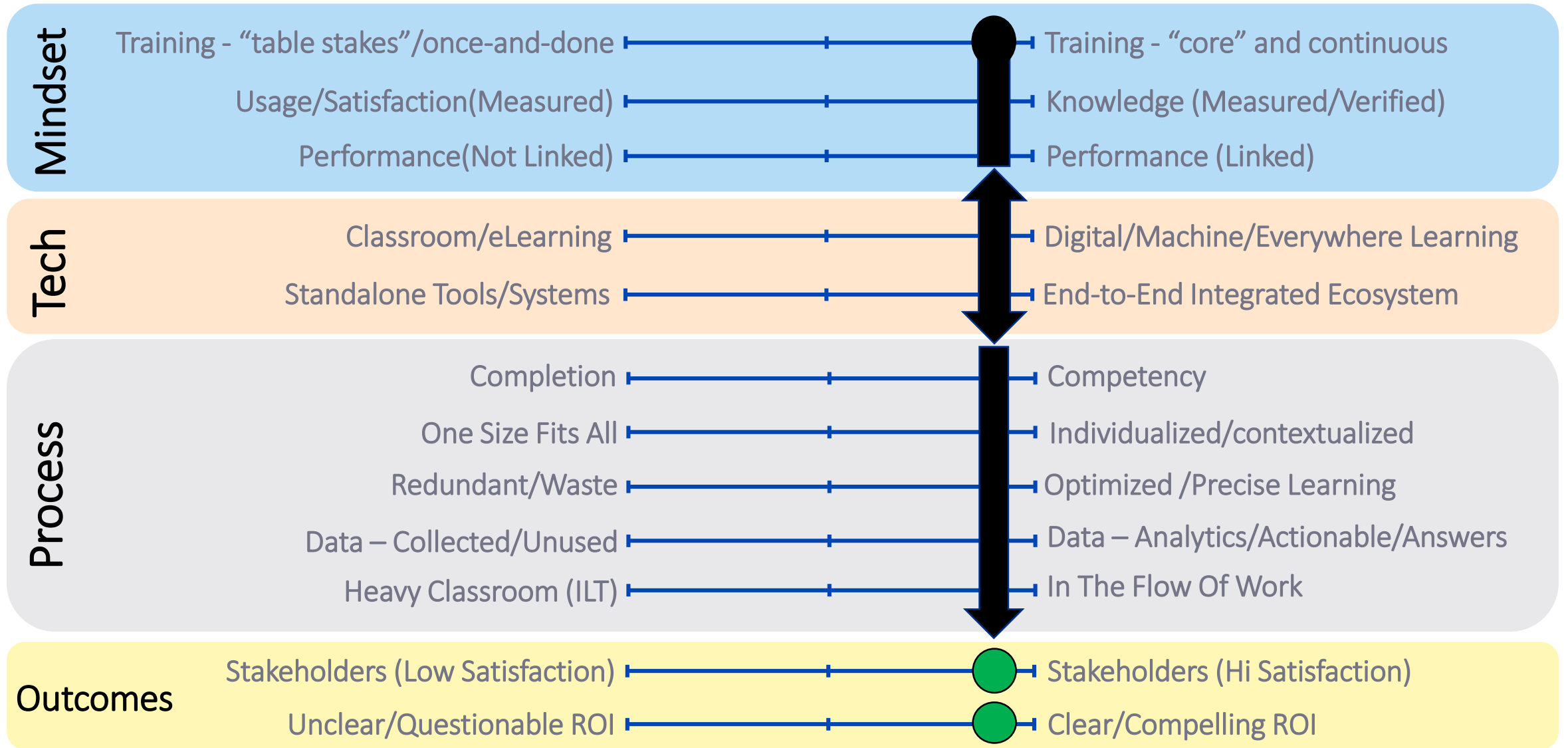
Training & Learning Strategy and Environment

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Training & Learning Strategy and Environment

A winning strategy requires a combination of right mindset, right process, and right technology that can deliver distinct outcomes



Workforce Adaptive Learning Model

Right Strategy

Verified Knowledge
Verified Competency
Fine-grained/granular
Linked to Job Roles
Individualized
Linked to Performance
Holistic Measurement
Everywhere/All the time



Right Technology

Precision
Scale
Speed
Easy
Intelligent



Learning Designers

Learners

Instructors

Trainers

Managers / Leaders

Learning Developers

Designed for holistic value creation

The Right Technology

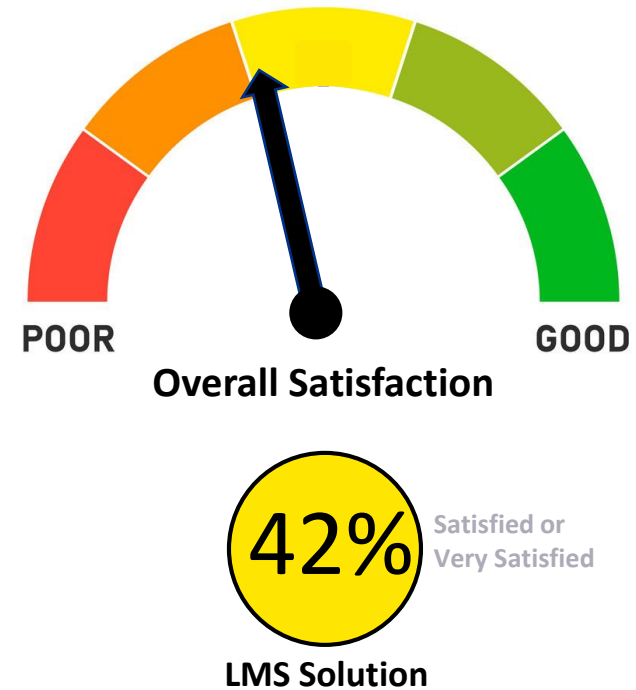
Designed to orchestrate the connections between knowledge and performance across an enterprise for all stakeholders

PRECISION	SCALE	SPEED	EASE
<p>Measures knowledge at a fine-grain level enabling unprecedented levels of exactness, precision and accuracy</p> <p>Allows learning to be shaped to the most optimal way to close the gaps in the learner knowledge</p>	<p>Delivers at the scale and complexity of your business</p> <ul style="list-style-type: none">• Modalities• Personnel• Roles• Business units• Locations• Geographies	<p>Power and agility to overcome barriers to implementation/adoption</p> <ul style="list-style-type: none">• Intelligent tools to migrate and transform legacy content• Generate value quickly and measurably• Speed to Competency• Speed to Change	<p>Easy to implement and easy to operate post-implementation</p> <ul style="list-style-type: none">• Integrated with existing ecosystem (end-to-end)
INTELLIGENCE			
<p>Built with machine learning → continuously adapting on multiple dimensions → optimizing training and learning to ensure outcomes are achieved</p>			

The Right Technology is Not your LMS

Why?

- Built to support availability of content and assessment for traditional online classroom learning
- Primary value delivered is managing learning content administration and processes
- Not built for knowledge and performance orchestration
- Not designed for deep, granular and continuous measurement of knowledge or learning progression
- Not engineered for contextualization or relevance - no connection to knowledge, competency, performance, jobs and roles



Examples

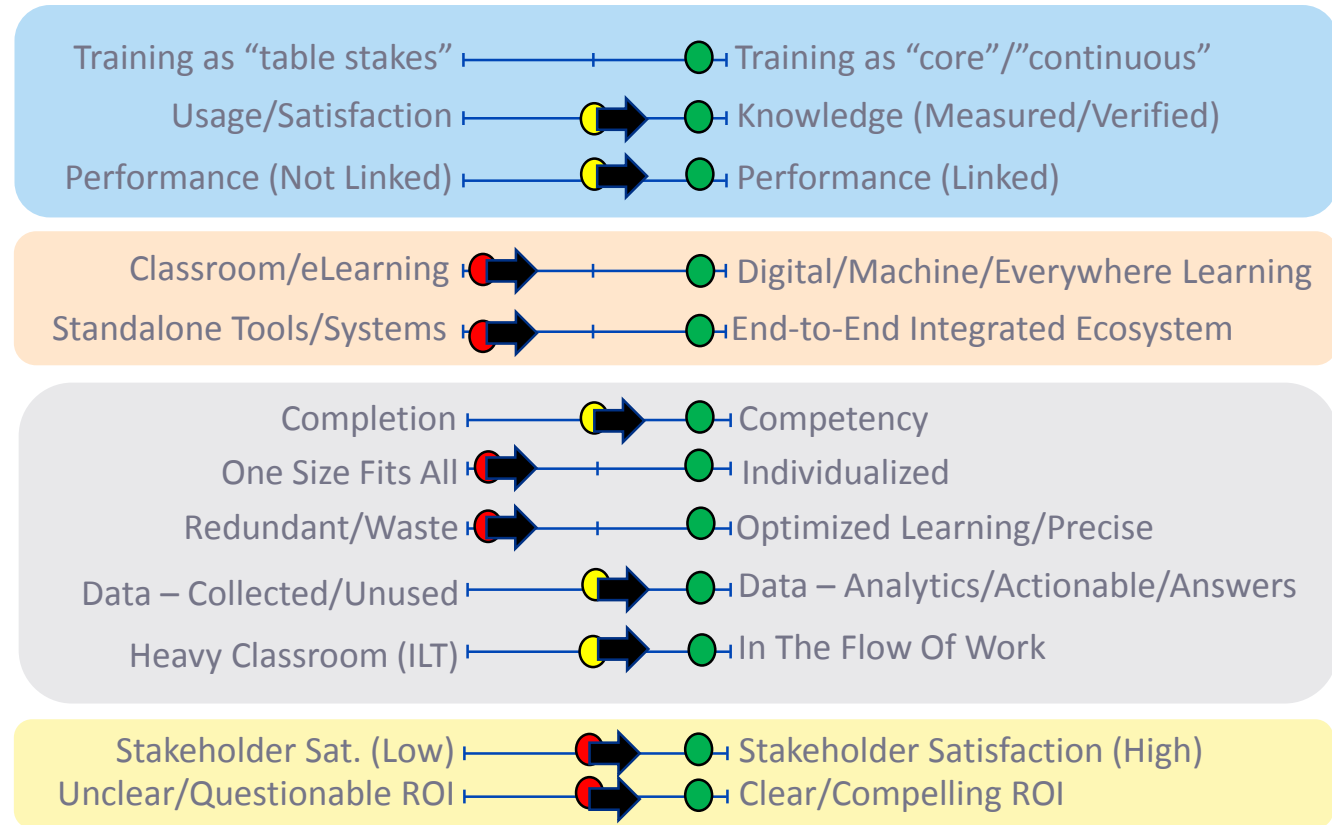
F100 Company – Entertainment Industry

Organizational Profile

- 200,000+ employees globally;
- Solving for 120,000+ frontline employees
- Mature training organization embedded in operations; including on the job trainers
- Enterprise solution for all modes of learning – particularly for on-the-job training – product knowledge and customer services

ROI metrics

- Reduced total labor hours allocated for training - Funded project investment in adaptive
- Update training – Faster, Accurate, Surgical
- Cross-training – Faster and reduced hours
- Improved visibility to Individualized Competency Assurance
- Streamlined content and competency management operations – improved accuracy, timeliness and reduced content redundancy



Examples

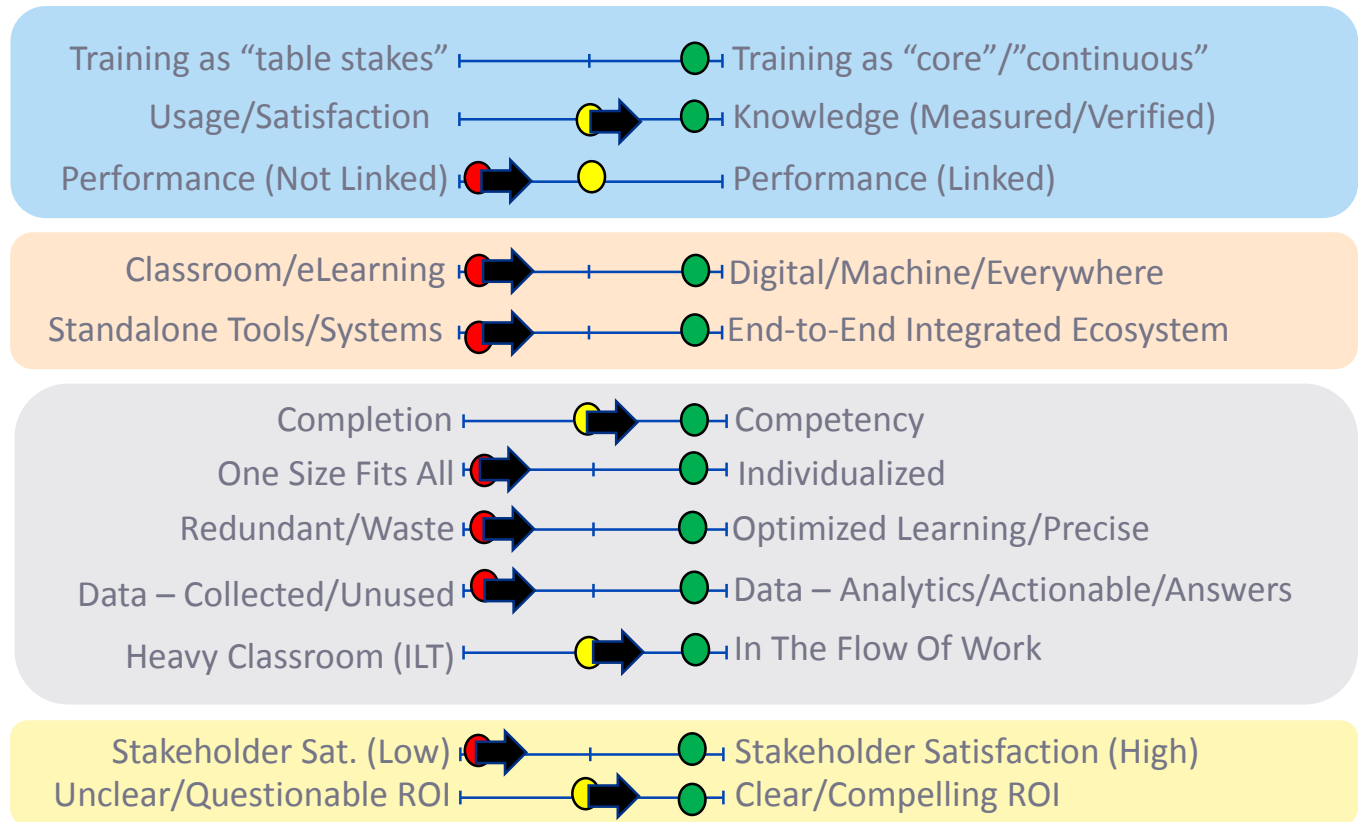
F500 Company – Healthcare Industry

Organizational Profile

- 65,000+ employees; 2,500+ locations
- Solving for 10,000+ new frontline hires per year; hi-stakes 90-day certification training; proprietary content
- Mature training organization in-sync with operations including on-the-job trainers

ROI Metrics

- Reducing total number of hours required for new hire training
- Reducing variability in competency level attainment; stakeholder dissatisfaction
- Reduce dependence on trainers for competency assurance and increase accountability in autonomous learning
- Recognized inability of LMS's to achieve their business needs; discovery of intelligent, adaptive technology enabling them push their mindset even further to deliver more value-add with automation.

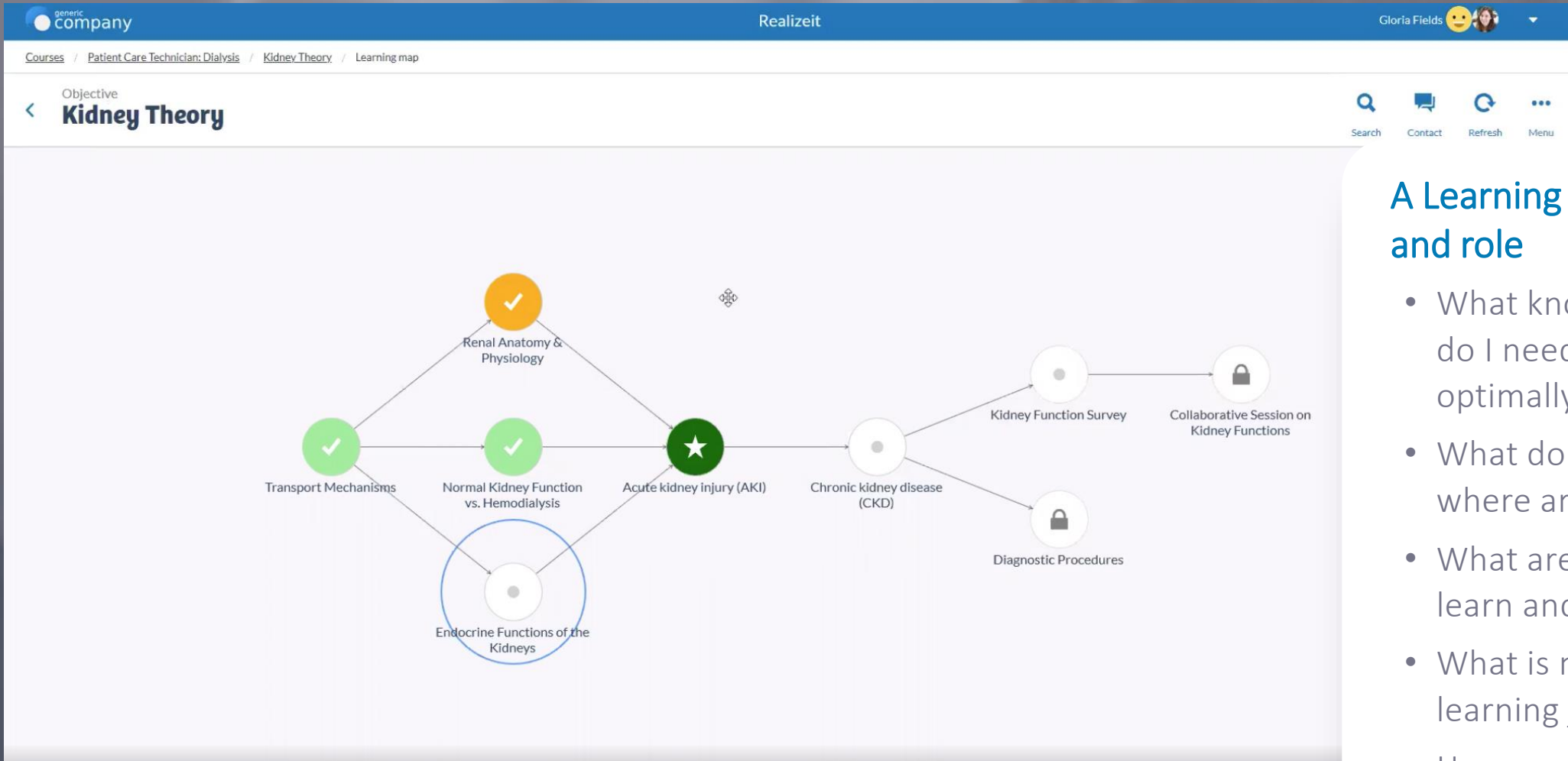


A person wearing a light-colored sweater is shown from the chest down, sitting at a desk and typing on a silver laptop. The background is a blurred office environment with other people and desks. The overall image has a soft, muted color palette.

So, what should the answer look like?

And what value should adaptive learning model unlock for the individual stakeholders?

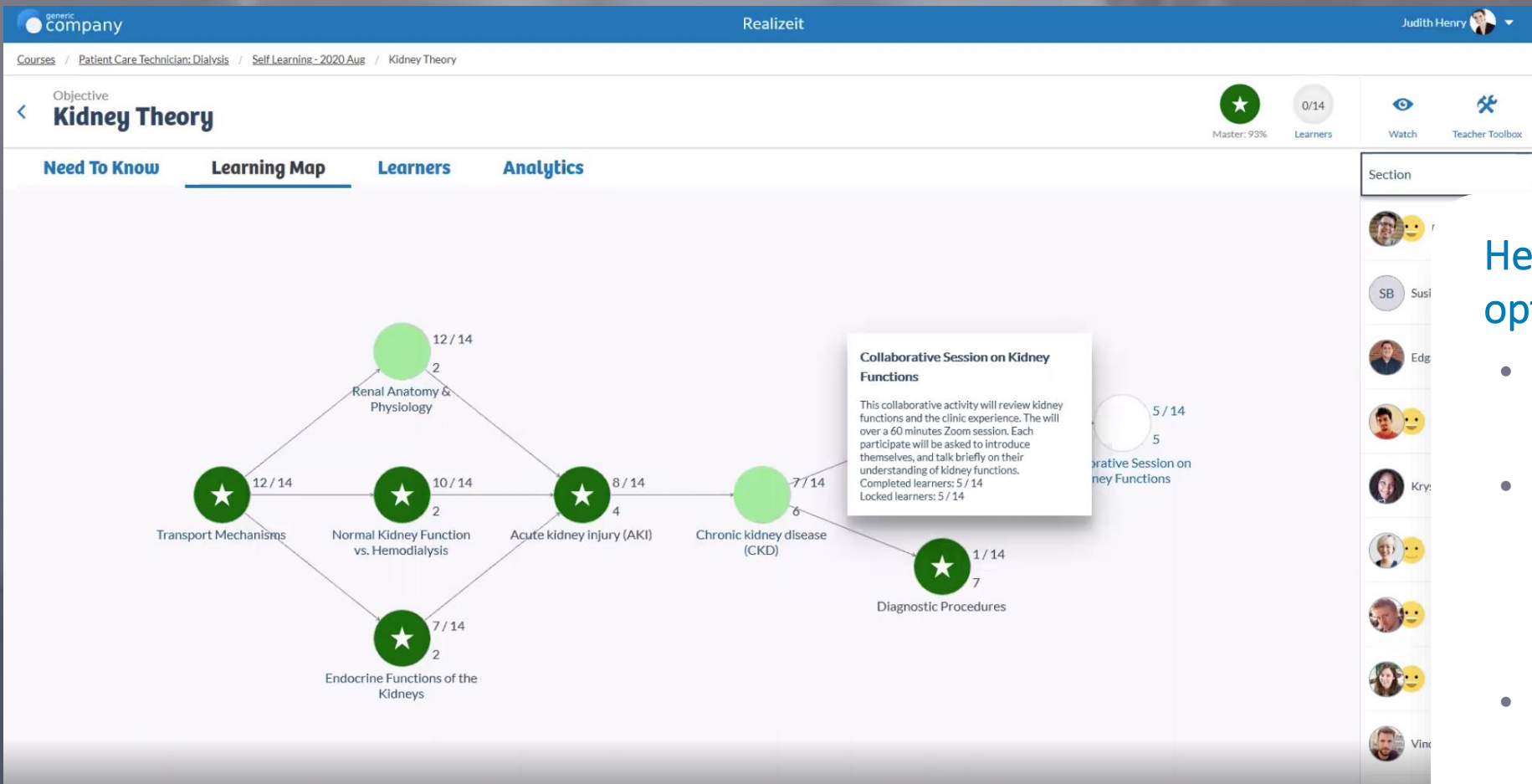
Adaptive Learning Value for Learners



A Learning GPS for my job and role

- What knowledge and skills do I need to perform optimally?
- What do I know well and where are my gaps?
- What are my options to learn and progress?
- What is my optimum learning journey?
- How can I track and control my own learning towards optimal job performance?

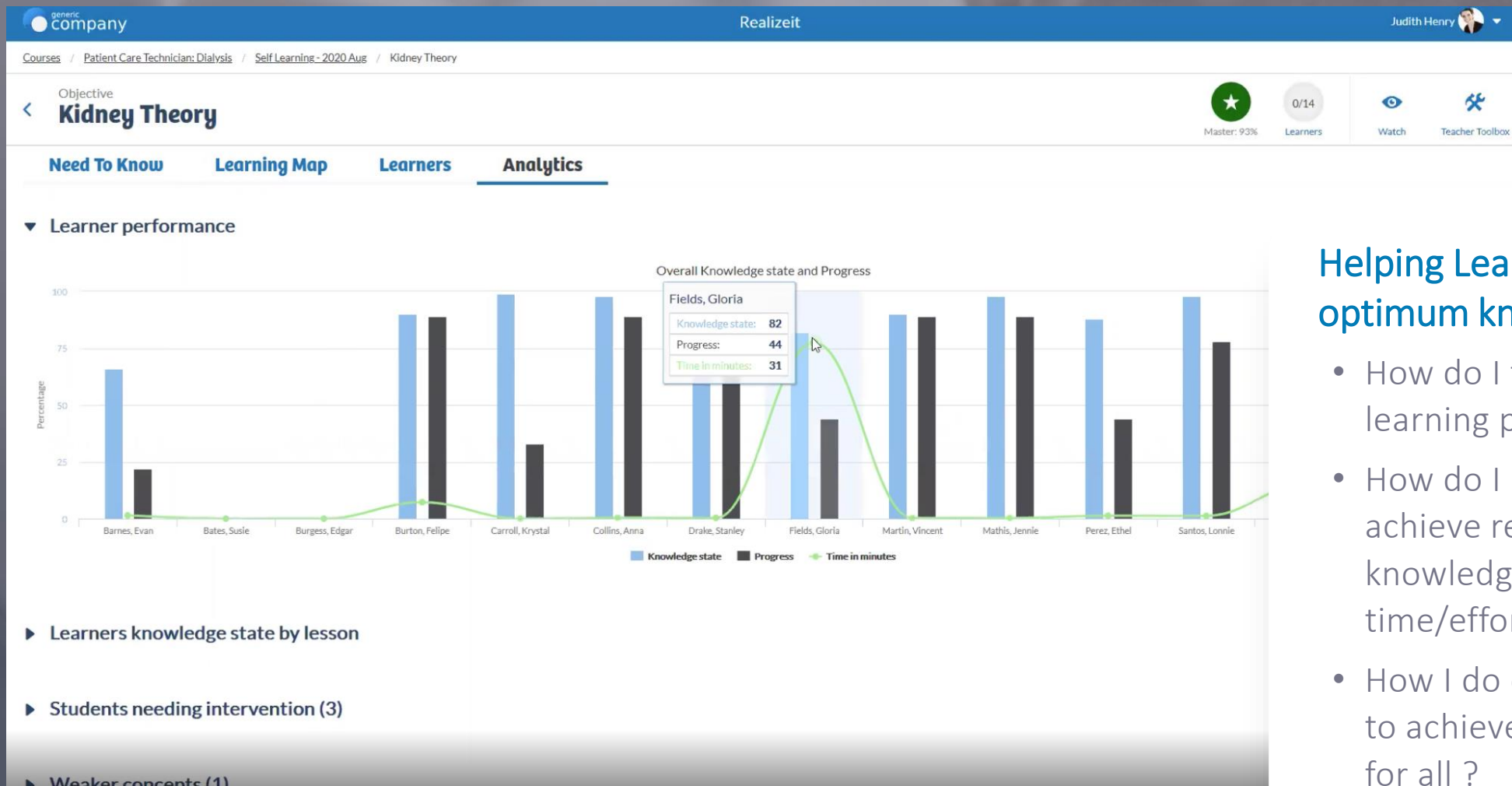
Adaptive Learning Value for Trainers



Helping Learners achieve optimum knowledge / skills

- How do I track their learning progression?
- How do I help every learner achieve requisite knowledge sufficiently and time/effort efficiently?
- How I do optimize my time to achieve the best results for all?
- Where do I need to focus?

Adaptive Learning Value for Trainers / Managers



Helping Learners achieve optimum knowledge/skills

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- Where do I need to focus?

Adaptive Learning Value for Trainers / Managers

generic company Realizeit Kim Meyer

Roles / Dashboard / Course

Jill Sherman 39/54
Chris Stone 39/54
Greg Tate 7/54

View trainee

Objectives Edit plan

Plan (4) Needs attention (7) Not started (6) Complete (0) All (7) Filter...

Training session scheduled: 6 hrs | Time remaining: 5 hrs 20 mins

Orientation Basics 3 hrs 20 mins

Kidnap Theory 1 hr 10 mins

On Site Training 1 hr 20 mins 6 to unlock

Final Assessment 1 hr 50 mins

Assessments Filter...

On-the-job training

- Targeted learning and measurement
- How do I train them so they can do their jobs optimally?

Adaptive Learning Value for Trainers / Managers

generic company generic comp generic company Realizeit Kim Meyer

Roles / Dashboard / Course / Unit Roles / Dashboard / Course / Unit / Lesson / Grading rubric: Soft Skills

< On Site Training < On < Grading rubric: Soft Skills Options Finished

	Sherman, Jill	Stone, Chris	Tate, Greg
Empathy: The learner should be able to empathize with patients and the difficult situations that others are facing.	3: Perfect	Basic Sufficient Perfect	+
Communication: The learner should be able to speak with patients and families.	3: Perfect	Basic Sufficient Perfect	+
Teamwork: The learner should be able to collaborate with their peers in the best interest of the patient.	3: Perfect	Basic Sufficient	+

Dialysis Mact

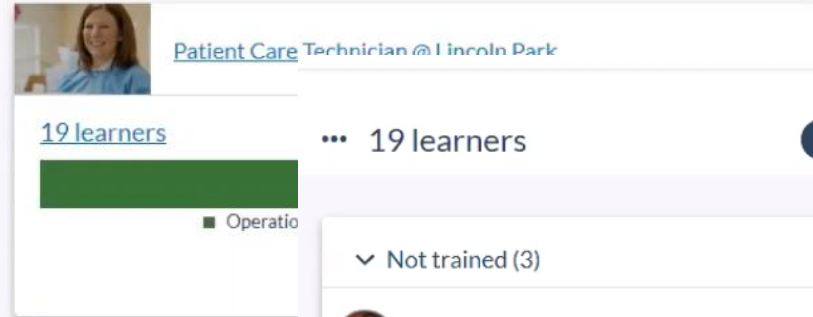
Realizeit

On-the-job evaluation

- How can I quickly evaluate their performance and application of knowledge?
- How do I understand gaps in knowledge leading to sub-optimal performance?
- How can I certify their skills?

Adaptive Learning Value for Org Leaders

Products



0 products have been e




Performance Aligned

- How do I know who is trained and qualified, and where the specific gaps lie?
- How do I ensure that knowledge and skills don't get obsolete?









19 learners

All Trainers All Search...

▼ Not trained (3)

 Mckenzie, Darin	Est Time left: 34 hrs 50 mins	13/116
 Wheller, Anne	Est Time left: 29 hrs 40 mins	27/116
 Reeves, Chris	Est Time left: 38 hrs 45 mins	3/116

▼ Operational (16)

  Burton, Annette
  Maldonado, Lance
  Wade, Jerry
  Mckenzie, Robyn

▲ Incomplete product alerts: 1

Key Takeaways on Adaptive Learning Model

Strategic Purpose

Ensure requisite knowledge for optimal job performance

Learning Focus

Measure and optimally close gaps in knowledge and competency

Right Technology

Precision
Scale
Speed
Easy
Intelligent

Measurement Focus

Verification of individual's knowledge/competency for job/role

Assessment Methodology

Holistic, continuous, performance assessment link to learning gaps

For all Stakeholders –
from Learners to Leaders

Your LMS is not the foundation upon which to build robust adaptive learning model

Visit Workforce Training & Development Resource Center!



WORKFORCE TRAINING & DEVELOPMENT RESOURCES

Think Different. Challenge the Status Quo!

Organizations still struggle with these seemingly simple questions: What does "good" workforce training look like? What are the ingredients of an ideal learning environment? How do we make this workforce development transformation happen at our company? What information should we gather when evaluating adaptive workforce training solutions?

To finally get some answers and actionable insight, we encourage you to make use of these Realizeit resources and share them with colleagues to foster discussion, redefine what's possible and challenge the status quo!



EBOOK

The Future of Workforce Training and Learning: What Does Good Look Like?



EBOOK

The Future of Workforce Training and Learning: Making it Happen



ASSESSMENT TOOL

RFI Primer for evaluating Adaptive Learning Technologies

<https://bit.ly/3qZ20hz>

Q & A



Let's Start A Conversation

Reach out to discuss how Realizeit adaptive technology can transform your workforce development:

Manoj Kulkarni

(224) 523-7850

manoj.kulkarni@realizeitlearning.com

Realizeit

www.realizeitlearning.com/workforce

(847) 241-4577

info@realizeitlearning.com

Visit Our Resource Center:

<https://bit.ly/3qZ2Ohz>