

Challenges for adaptive learning in 2022



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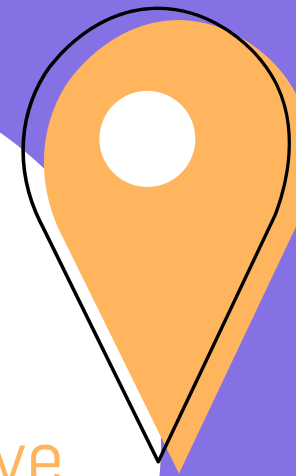


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What is adaptive learning?

Adaptive learning is an educational method using **machine learning** technologies and **data** to provide employees with training programs **tailored to their needs**. By taking into account a few of the learner's personal details (such as their environment, needs and job role), an adaptive learning system can recommend suitable courses to them. This method is often also known as **personalised learning**.

There are two approaches to adaptive learning: **macro-adaptive** and **micro-adaptive**.

Macro-adaptive

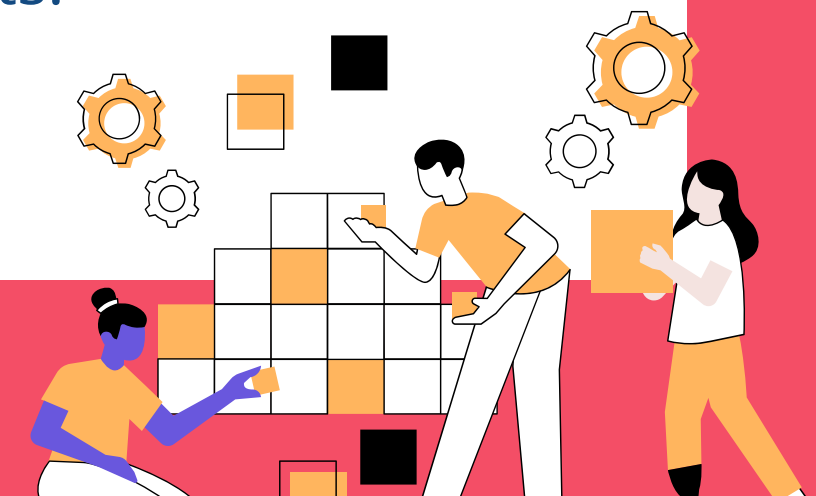
Personalising training **pathways**

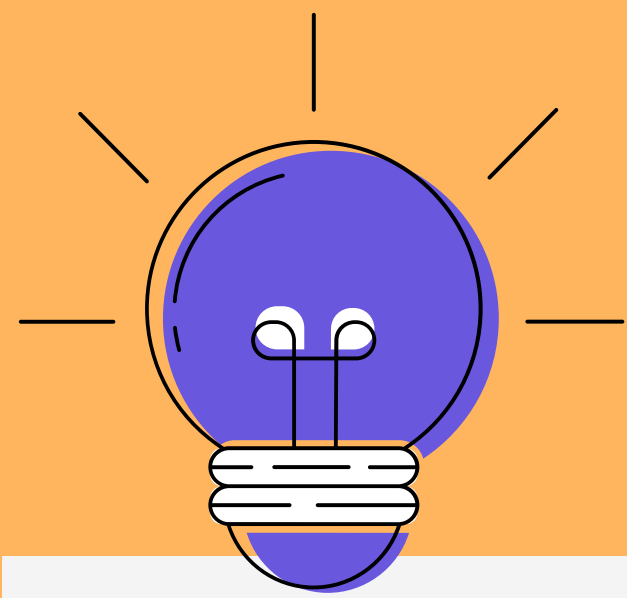
The modules making up a training course are the same for each learner. Learners go through the course one module at a time. However, if they already have the knowledge or skills covered by a specific module, they can skip it and move onto the next one. If, however, AI detects that there are gaps in their knowledge of a certain module, it will automatically prompt them to go back over the relevant information.

Micro-adaptive

Personalising training **content**

Here, the modules making up a training course will differ from person to person. Thanks to AI and neuroscience, it's possible to offer an individualised training course for each different learner. This means that modules can vary—in terms of exercises, concepts covered, and more—based on how quickly the learner gains new skills and their previous results.

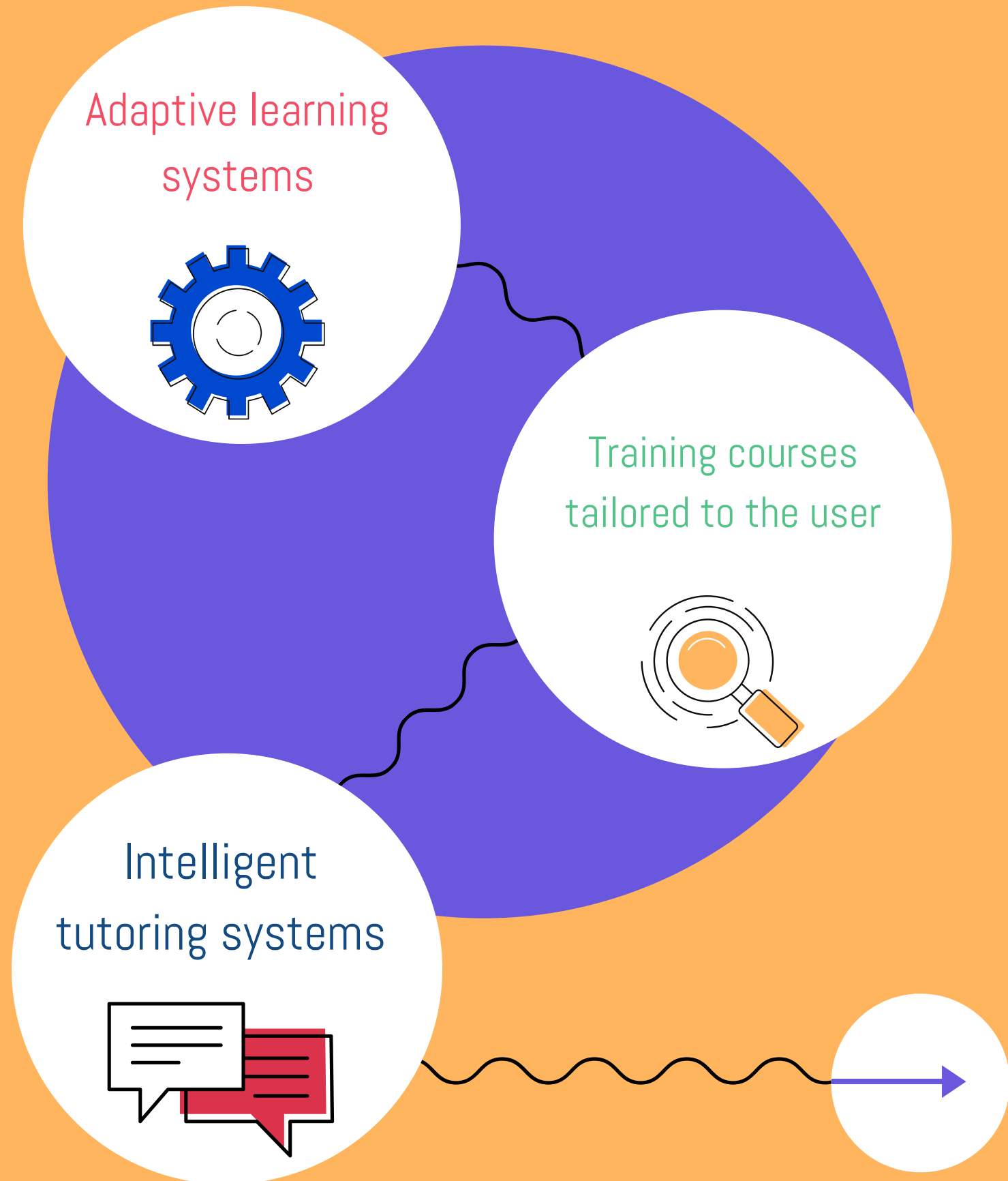




Why use adaptive learning?

The global pandemic and the restrictions brought about by it have turned the world of work on its head. Remote working has become the norm, with businesses having to react quickly to adopt **the right tools** to enable them to carry on functioning as normal. As the world continues to adapt and reopen, **hybrid working** has become ever more common. Arising from a combination of **remote** and **in-person**, hybrid working aims to create an entirely new approach that is more sensitive to the needs of employees. After all, the pandemic

has reminded all businesses that their true value lies in the **abilities of their staff**. It has also reinforced the need to ensure that these skills are kept up-to-date, at the same time as protecting employees' wellbeing. To achieve this, training has become more necessary than ever. It has therefore become particularly important to offer training that corresponds to the needs and job demands of each individual employee—hence why **adaptive learning** has become so popular.



An organisation wishing to use adaptive learning approaches must have a system in place that is able to collect user data and tailor training accordingly. This allows the learner to receive course recommendations based on their profile and preferences. Another key aspect of ensuring that the learner successfully completes their course is ensuring they have support at every step. This is made possible by the variety of tools available on an LMS platform, including virtual coaching, web chats, forums and more.

A more effective way of gaining new skills

A more successful business

How well your business performs ultimately comes down to the ability of those who work there. This is why companies and training organisations alike need to provide easy access to training resources. This includes...

Strengthening soft skills

These skills concern an individual's emotional intelligence rather than skills directly linked to their role. Great internal organisation can only exist because of soft skills.

Offering a virtual learning coach

Rise Up created Lia, a virtual learning coach. Lia recommends training content to learners and offers support by sending them notifications and reminders through the Rise Up platform, as well as through other common business tools such as Microsoft Teams, Slack and the company intranet.



Relevant and up-to-date information

Companies need to provide the right people with the right training at the right time. Any content must be regularly revised to ensure the information is not out-of-date.



Challenges for adaptive learning

- 1** Responding to employee training needs
- 2** Ensuring a diverse range of formats and training pathways
- 3** Creating a culture of learning within businesses

Responding to employee training needs

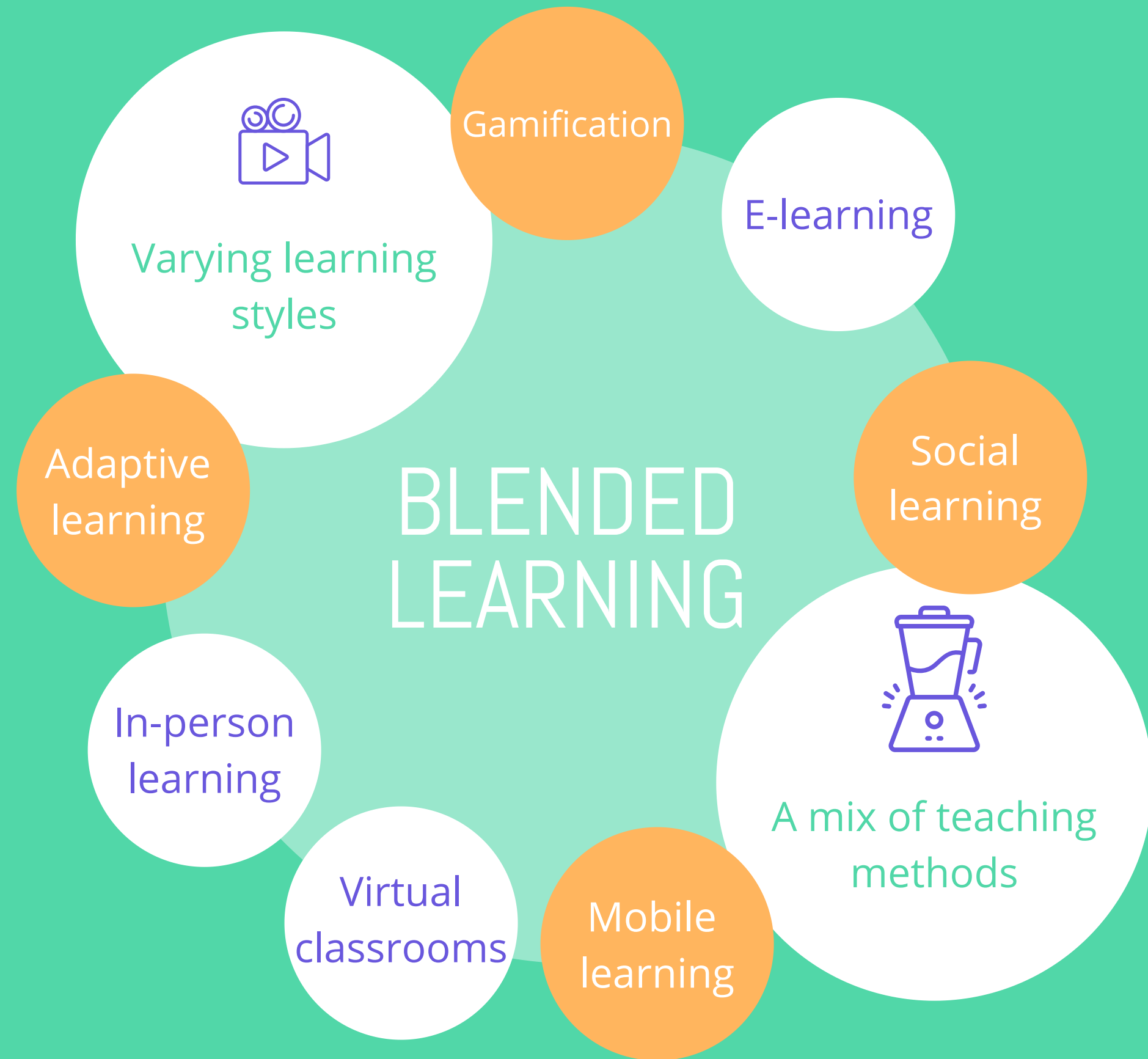
Companies can achieve this by adopting a skills-based approach. This, in turn, requires them to put a competency framework in place.

Competency frameworks

A competency framework covers the skills required for a business to run successfully, including both those that are already present and those that need to be developed. It allows companies to conduct an initial assessment, and makes it easier to carry out any required training activities. It also makes it possible to determine which employees should be offered training according to their personal and professional needs.

Ensuring a diverse range of formats and training pathways

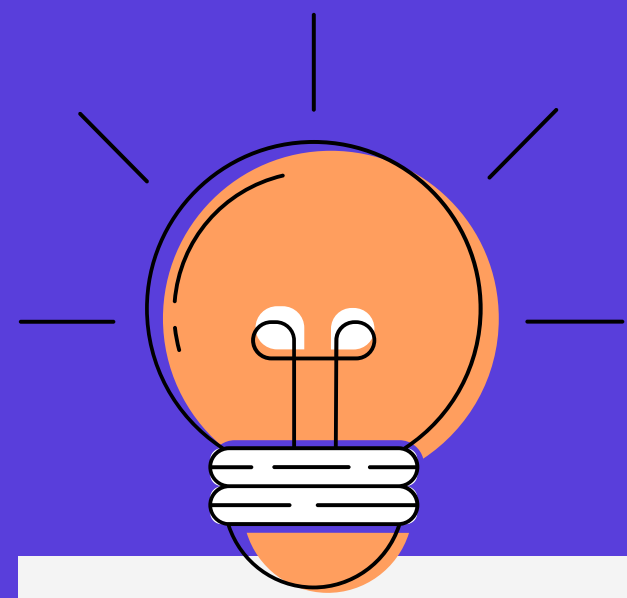
By tailoring courses to the individual, adaptive learning is revolutionising professional training—but to get the most out of it, it needs to be part of a blended learning approach.



Creating a culture of learning within businesses

...or, to put it another way, making upskilling a priority. This not only helps the business to meet its goals, but also helps you to retain your employees. You can achieve this by fostering peer learning and offering access to training, particularly via adaptive learning.





In 2022 more than ever, businesses must support their staff in the development of new skills at every stage of their career. Thanks to adaptive learning, **training courses can meet the needs of employees at the same time as helping to achieve business goals.** By putting training in place that is adapted to each individual's needs, you're choosing **success.** However, as you will know after the past couple of years, it's no longer merely a question of offering the right training to the

right team member at the right time. You also need to think about the training strategy as a whole in order to **best respond to employees' needs** and to establish a genuine **culture of learning** within your business. To do this, courses need to be designed to be engaging, with a **variety of formats and teaching methods** and by incorporating adaptive learning, social learning and gamification. To put it simply, the future of training is **blended!**

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