How to create an impactful

ADAPTIVE LEARNING PROGRAM

with success stories
Introduction:

**What is Adaptive Learning**

Adaptive learning is a methodology that is used to implement learning that suits the needs of a learner or, in other words, adapts to confidence as well as the understanding of the knowledge of the learner on the subjects being taught.

In a standard learning practice, the learners login to the LMS, go through the course and answer the questions that follow the concepts. If they answer the question correctly, they go to the next topic. If they are unable to do so, they are asked to re-attempt the quiz.

In a standard learning path, all the learners have a similar experience of the course. They go through the same screens and answer the questions.
On the other hand, in an adaptive learning course, learners might all start with the same content or video but based on their answers and confidence levels while answering the questions, the platform feeds them only relevant content they need to master rather than all the content. The goal of adaptive learning is to help learners achieve mastery over the subject.

Adaptive learning uses the power of confidence-based assessments as well as a right dose of remediation and explanatory content that goes along-with the tests to help learners retain the learning better.

What exactly are confidence-based assessments?
We will look at it next.
Designing Adaptive Learning using Confidence-based Assessments

Confidence-based assessments are built like the typical single-select (only one option is correct) assessments but with an additional qualification of “Sure” and “Not-sure” or “May be” options that need to be selected by the learner to complete the response. The purpose of doing this is to see if the learner is truly aware of his/her understanding of the subject or he/she is only guessing the answer. Normalization of data (viz. who has really performed well vs the rest) happens with a series of questions on the subject with confidence-based options.

The data and analytics are the core part of adaptive learning framework as that would provide the L&D managers with the right ammunition to take decisions on further performance support, and the data can be generated to show this in the platform.

“Adaptive learning is a technology-based system that analyzes a learner's performance in real time and modifies teaching methods based on that data.”
How does Adaptive Learning work?

Most of the corporate training programs make use of limited resources and materials. This means, the training programs are sparse and scheduled in such a way that it disrupts the employees’ working schedule. Who wants to attend a training session in the middle of a major project-deadline?

Adaptive learning legitimizes employees with flexible learning schedules. Both the learning methodologies give the employees to choose their learning paths. They also provide them with digestible learning content which can be learned at their own pace.

Thus, employees see training as an opportunity and not as a task to be completed.

Employees, nowadays, are expected to take charge of their own learning. This can be achieved through adaptive learning. Adaptive learning also supports learners by allowing them to make mistakes. This, in turn, helps the employees gain experience, take time to reflect on them and track their progress effectively. This thereby encourages a growth mindset which in turn fuels continuous learning culture in the organization.

Adaptive learning uses the philosophy “the more I understand, the more I get excited about it”. Thereby, motivating the learners to put in the additional effort to learn and perform well.
Guidelines for Creating Adaptive Learning Course

There are several important elements of Adaptive learning which need to be incorporated into the solution when designing it. Here are the guidelines when designing an Adaptive learning course:

1. Begin by classifying the content into must know vs nice to know

Just like in a traditional course, even in adaptive learning course, we need to know what is must know and nice to know for the learners. This process helps us in designing the right-sized course for the learner.

2. Have clearly defined learning objectives

The course must have clearly defined learning objectives and the content pages should clearly map to the respective learning objectives. Only when we do this, we have the right framework to create the confidence-based questions.
Have meaningful assessments

The assessments must be mapped to the learning objectives. Also, the assessments must be well crafted and not confusing. The objective of the assessments is to test if the learners need to go through remediation or not. Hence, we must be very careful in designing the assessments and not have vague or unclear question stem as well as the answers and distractors. The distractors should not be meaningless and should be well thought out.

Remediation

The remediation should be designed with optimum support by providing the right mix of internal as well as external content/videos that ensure that learners have spent quality time in correcting their understanding of the subject.
Benefits of Adaptive Learning

There are several benefits of gamification which are including but not limited to the following:

Here are 6 advantages of using adaptive learning in corporate training explaining how it can elevate corporate learning.

**Greater Time Efficiency**
Adaptive learning helps learners to spend half the amount of time that they take in a standard course if they have a clear understanding of the concepts. The important point here is that learners need not go through the content which they are already aware of. Instead, they focus on the content that helps them become more competent and save time.

**One-To-One Instruction**
Adaptive learning technology uses algorithms to accustom itself to the learner needs to be based on the tasks and responses. This, in turn, emulates one-to-one instruction, which is necessary in today’s corporate world.

**Confidence-Based Approach**
Adaptive learning utilizes a confidence-based assessments methodology to test the current understanding of the learners. Learners are asked to answer questions on content they claim to be confident about. This approach is very useful in knowing what the learners are consciously or unconsciously aware of, and hence is an indirect method of providing personalized feedback and learning.
Create Individualized Learning Paths
Adaptive learning platforms collect data as the learner progresses through the modules. This data is then used to help personalize goals, learner content and an effective learning path for each learner. The data stored also helps to regulate the training, so they meet the needs of learners.

Personalized Learning For A Heterogeneous Group
Adaptive learning is ideally suited for a group of learners that are diverse. Adaptive learning is tailored to all types of learners, whether they are beginners, intermediate, or advanced in their understanding of the concepts.

Provides Focused Remediation
Instead of wasting time over-studying topics learners have mastered or under-studying concepts they haven’t yet grasped, adaptive learning in corporate training helps learners focus on areas of weakness with efficient remediation.
Keeping the Learners Hooked: Case Studies

Using these guidelines and we have created adaptive learning courses in our platform. Here are a few of them.

Industry: IT
Trained: 17,200 Employees

Course completion rate: 98%
Improved retention: 41%

The customer wanted to modify their current time management course. We suggested them to use the adaptive learning framework to help learners learn the concepts in their own unique personalized way.

The idea that all employees take the same course in the same way is dated and belongs to a bygone era when adaptive learning was not in vogue. A 20-year experienced professional can skip content if he/she can answer the questions and move forward without having to go through the 4 quadrant or SMART goal setting part. We implemented this idea with confidence based assessments and ensured that each learner has a personalized and unique experience when taking the course.

We were pleased to hear that the course completion as well as retention increased by 98% and 41% respectively.
The customer wanted to increase engagement and retention rates of their learners on the basics of nutrition which is a foundational course for the frontline employees both in sales and support for the Pharma giant.

The course was developed with confidence-based assessments and the right remediation that included links to industry journals and tips on nutrition by experts.

We were pleased to hear that the course completion as well as retention increased by 95% and 31% respectively.
Adaptive learning is here to stay as an important model for engaging the learners, help them learn new concepts, brush up on existing concepts and create their own unique learning paths.

Adaptive learning platforms help organizations to marry the best of content and technology solutions to provide a seamless experience to the target audiences.

Adaptive learning helps you reap several benefits such as reduced time for training, improved productivity of the learner by better retention of the learning.

At Tesseract Learning, we have created Adaptive learning courses that have helped organizations as well as learners in several ways. We are also creating a platform that will help organizations have deeper analytics through real-time data on the performance of the learners.

The right strategy and implementation will help your company succeed in your learning initiatives. If you are ready to learn more, please contact us - we are ready to help you build the perfect adaptive learning solution.
Tesseract Learning helps organizations implement world class learning products that empower their employees and foster their business.

Step up your digital learning

- Custom eLearning
- Mobile Learning
- Microlearning
- Gamification
- Adaptive Learning
- AR/VR

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