

# Competency-based learning for business



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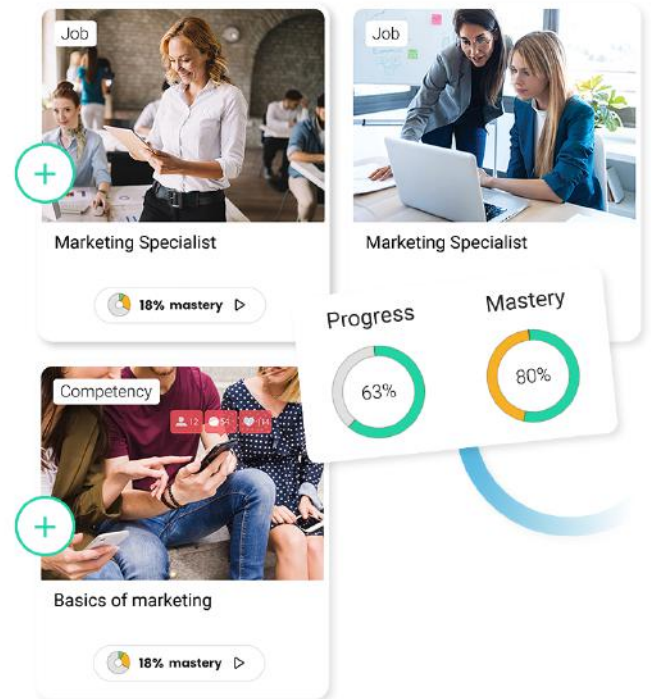


CYPHER provides all the tools instructors need to make sure course content is compliant with the skills they want to teach and assess and to track learner progress using competency-based learning.

# Why use competency-based learning in training?

Competency-based learning emphasizes the demonstration of concrete and measurable skills. The objective of every learning activity should be to help learners master certain skills or concepts. By using competencies, instructors can track how well learners are learning those skills, one by one.

Competency-based learning is centered around skill mastery. The main principle is that learners progress through competencies as they learn, and they cannot advance from one module to another without having mastered them first.



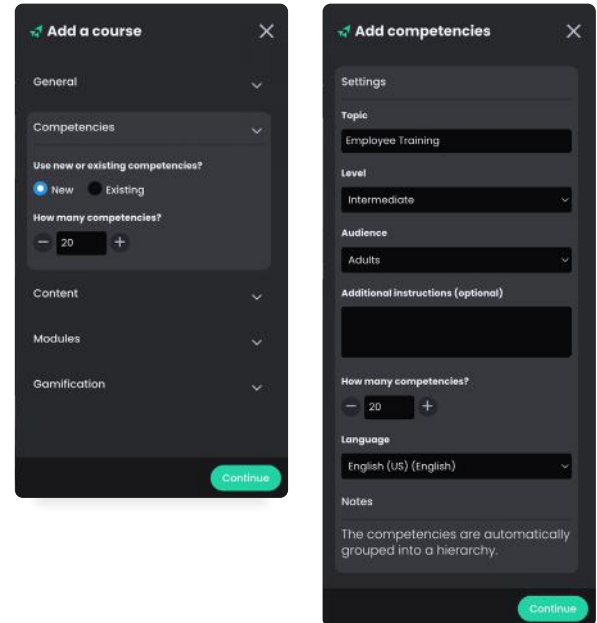
## How does CYPHER support competency-based learning?

CYPHER offers a powerful suite of tools to enable personalized, competency-based learning within training programs – from AI 360's automatic competency mapping, the ability to upload competencies,

coverage analysis of competencies, and more. Competency-based learning on the CYPHER platform saves time and money, while promoting more effective learning and training experiences.

## Automatic competency mapping

CYPHER offers flexibility in competency creation and mapping. CYPHER AI 360 with Copilot can seamlessly generate competencies, or use existing ones, to align competencies with content, assessments, and reporting. The extensive CYPHER competency library includes thousands of pre-loaded competencies and job roles. You can also upload your own specific competencies for a personalized experience.



## Real-time analytics to track learner progress

CYPHER's real-time analytics enable organizations to track learner progress, measure competency mastery, and assess the effectiveness of learning initiatives.

Real-time insights allow for targeted interventions and adjustments to learning strategies to ensure learners master key competencies.

The screenshot shows the CYPHER interface for a course titled 'Basics of marketing management'. The interface includes a sidebar with navigation options like Assessments, Scores, Mastery, Instructors, Learners, Resources, Games, Forums, Wiki, Automation, and Purchases. The main area displays a table of learner progress. The table has columns for Name, Progress, Scores, Score, Due, Awards, Mastery, Time, Enrolled, Last visited, and More. The table lists 10 learners with their respective progress and scores.

Name	Progress	Scores	Score	Due	Awards	Mastery	Time	Enrolled	Last visited	More
Aaron, Billy	100%	94%	A	-	25	100%	01:11:03	May 17, 2023	3 days ago	
Andrews, Julie	74%	74%	B+	1	9	74%		Mar 4, 2020	825 days ago	
Benson, Clark Camp	0%	0%	F	1	2	0%		Feb 1, 2023	382 days ago	
Cash, Meghan	88%	88%	A-	-	110	88%	00:25:42	Dec 20, 2022	102 days ago	
Curtis, Stephen	84%	84%	B+	1	9	84%	00:00:28	Jul 17, 2019	643 days ago	
Durstay, Spike Camp	68%	68%	C+	-	11	68%		Jul 17, 2019	1677 days ago	
F, V	0%	0%	F	1	2	0%	00:00:56	Feb 2, 2023	381 days ago	
Gatsby, Graham Finale	68%	68%	C+	-	9	68%		Jul 17, 2019	Never	
Glass, Graham	68%	68%	C+	2	10	68%		Jul 17, 2019	Never	
Hobart, Bob EGP	62%	62%	C	2	9	62%		Jul 17, 2019	Never	

As learners advance through the course, you will see an overview of their mastery level and how well they are understanding the concepts. The mastery grid displays details

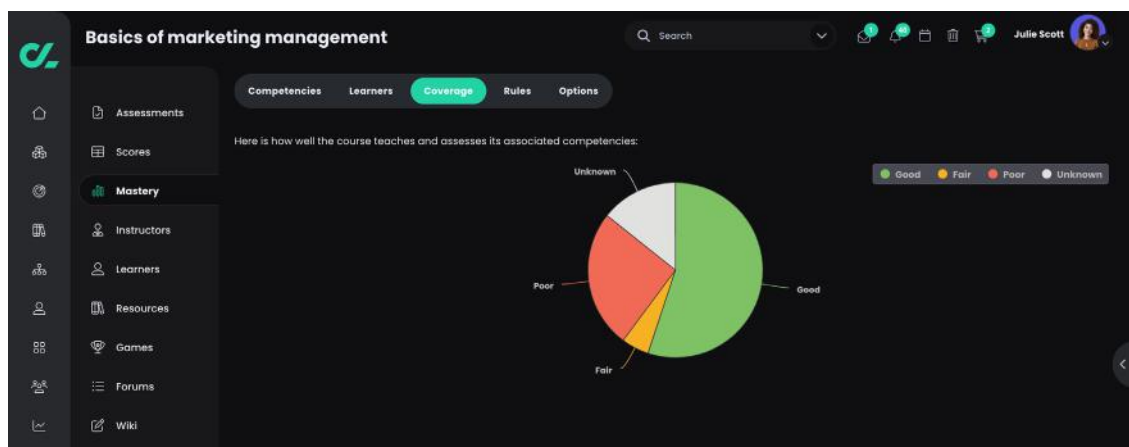
about the level of each competency, and you can easily identify areas where learners are doing well or where they need to improve.

Competencies		Introduction to consumer...	Basic marketing...	Markets and competitors...	From prospect to customer...	Marketing mix	Product	Price	Place	Promote
Code		1	1.1	1.2	1.3	2	2.1	2.2	2.3	2.4
Learner	Average	61%	55%	53%	54%	51%	52%	57%	53%	51%
Thompson, Aaron	63%	15	7	5	4	18	6	6	3	3
Aaron, Billy	42%	13	6	4	3	14	5	5	2	2
Hobart, Bob	54%	19	8	6	5	22	7	7	4	4
Benson, Clark	0%	19	8	6	5	22	7	7	4	4
Phillips, Dennis	55%	16	7	5	4	17	6	6	3	3
Gatsby, Graham	55%	17	7	5	4	20	7	6	4	3
Glass, Graham	59%	19	8	6	5	21	7	6	4	4
Phillips, Jack	75%	19	8	6	5	22	7	7	4	4
Robinson, Jack	43%	19	8	6	5	22	7	7	4	4
Smith, John	55%	19	8	6	5	22	7	7	4	4

## Coverage analysis of competencies

The CYPHER platform will identify how well courses cover certain competencies, alerting administrators if they need to include more information around a certain concept. This

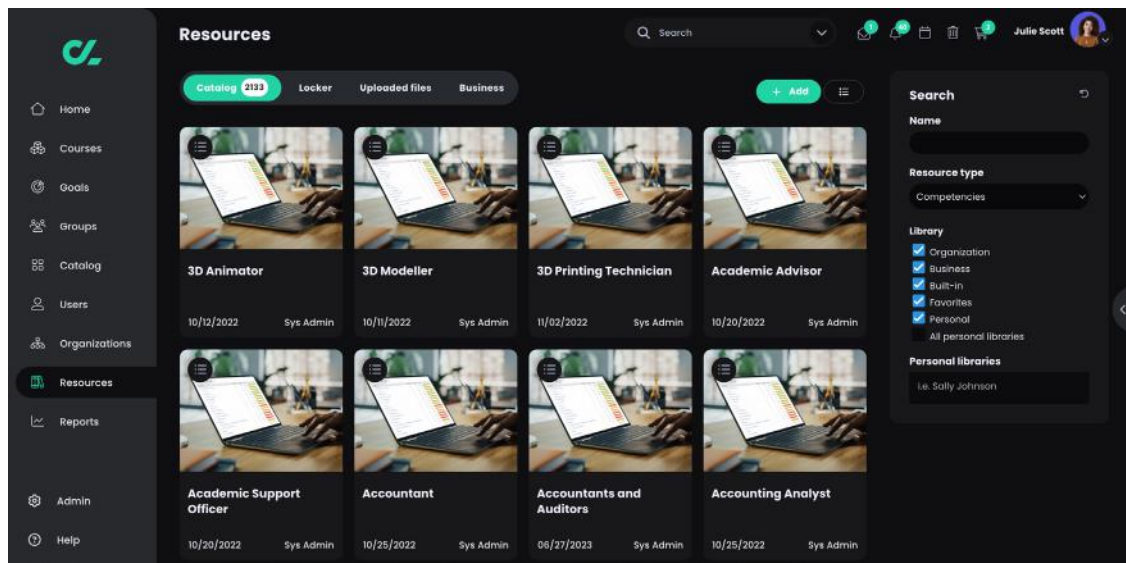
is a great way to identify weak spots in the course content and help to ensure each competency is being taught and assessed during training.



## Save and share competencies as resources

Crafted competencies live in the resources library, ready for reuse across multiple courses. These competencies can be easily shared among trainers and teams in an expansive

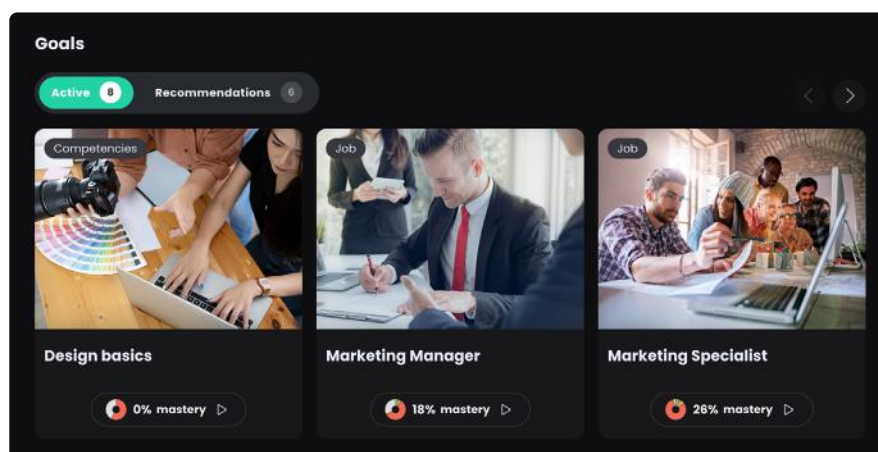
enterprise setting. This ensures efficient collaboration and maximizes the impact of well-designed competencies across diverse educational and training environments.



## Personalized learning paths and goals

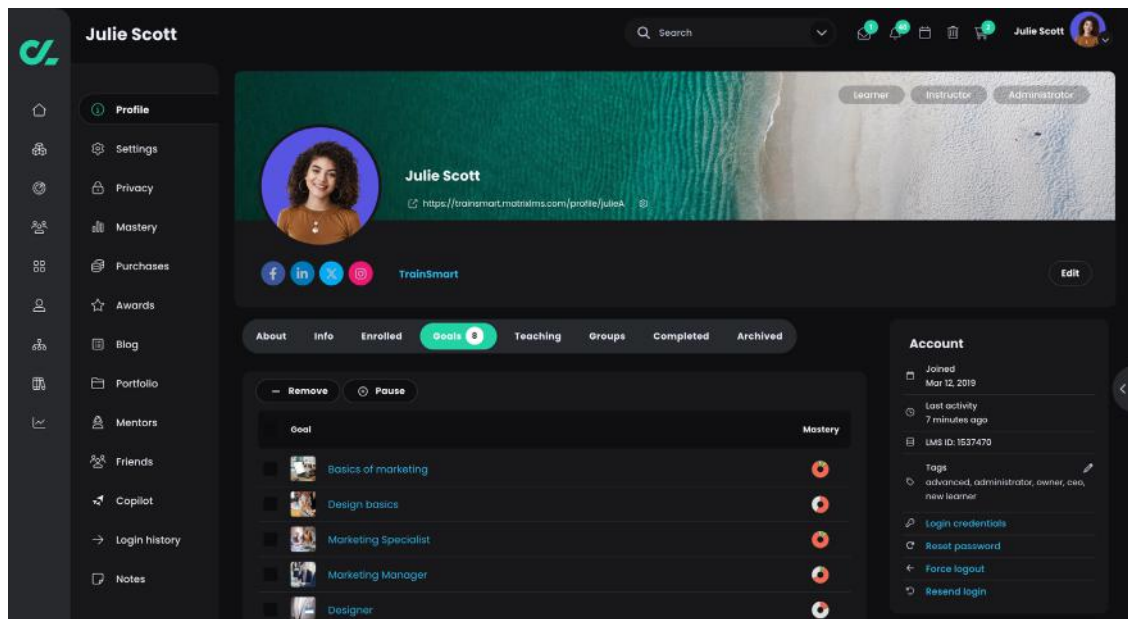
CYPHER enables organizations to create personalized learning paths for each employee based on their skills, goals, and learning preferences. This empowers

employees to take control of their own development by moving along designated paths at their own speed.



With learning goals, employees can set their own objectives and the platform's intelligent

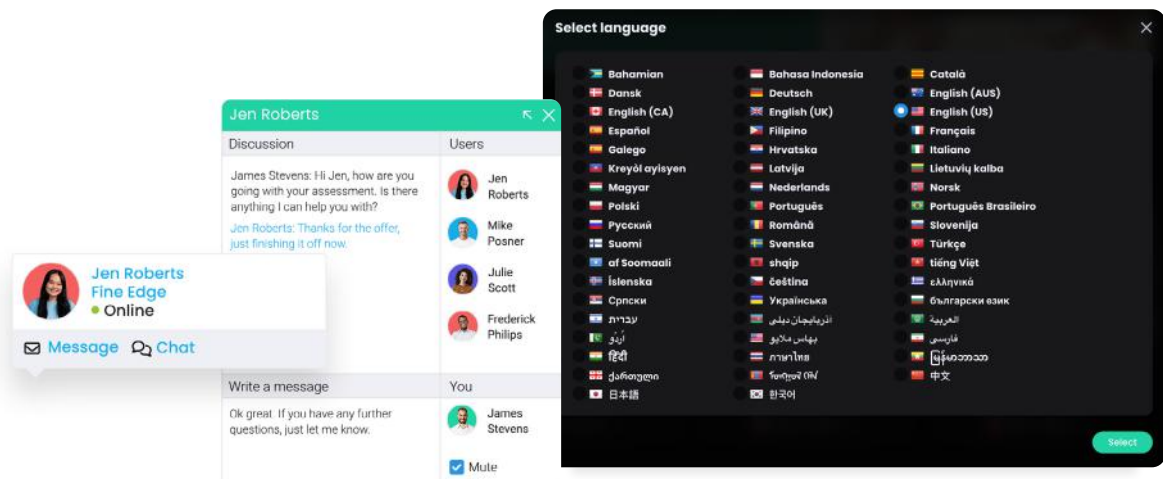
recommendations will direct learners on how to meet them.



## Collaboration and human connection

CYPHER is built around human connection, promoting collaboration and fostering peer-to-peer learning opportunities so learners can share their knowledge, skills, and experiences with each other. Group projects, built-in messaging, and a real-time cross-

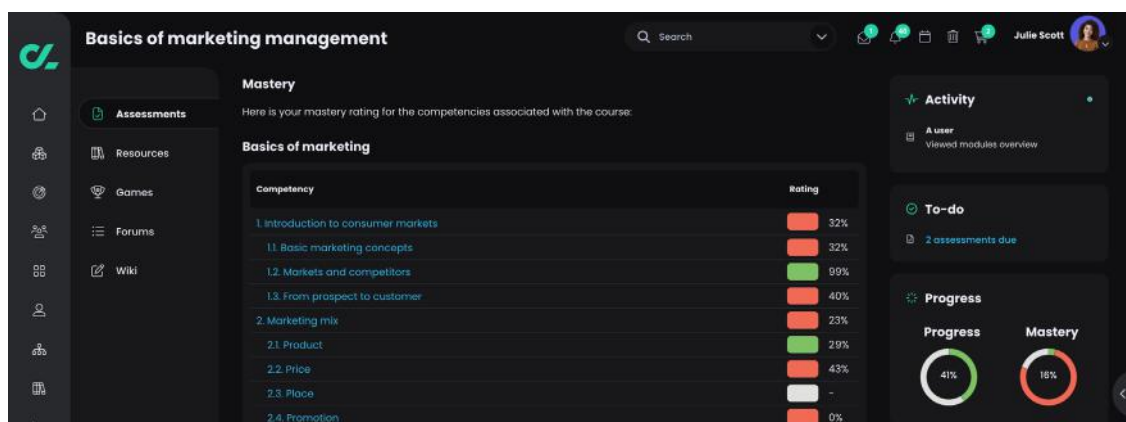
language Universal Translator are just a few of the ways learners can interact on the platform. This communication and feedback to peers can deepen understanding and mastery of competencies.



## Learner view of mastery

Tracking mastery progress provides learners with a clear understanding of their proficiency levels in various competencies, helping them identify strengths and areas for improvement. Learners can strategically focus on enhancing specific competencies relevant to their desired

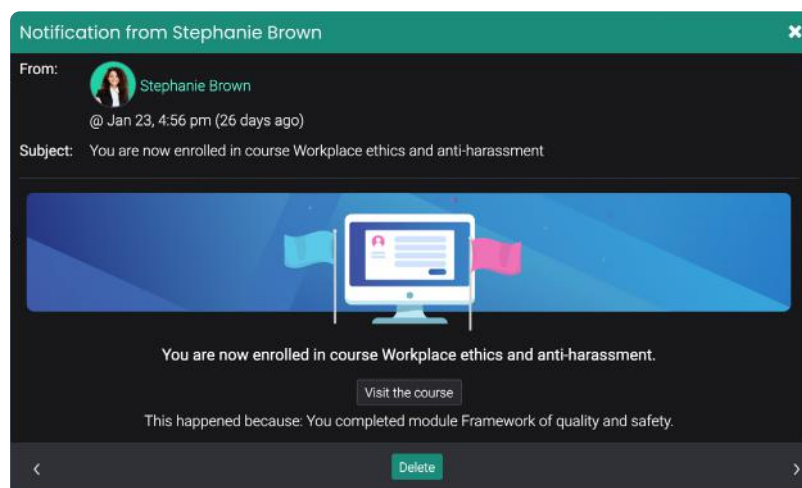
roles, ensuring targeted skill development. As they consistently demonstrate mastery, they build a robust foundation for career advancement. This proactive approach to competency-based learning serves as a valuable tool for learners to shape their professional journey.



## Automation for mastery

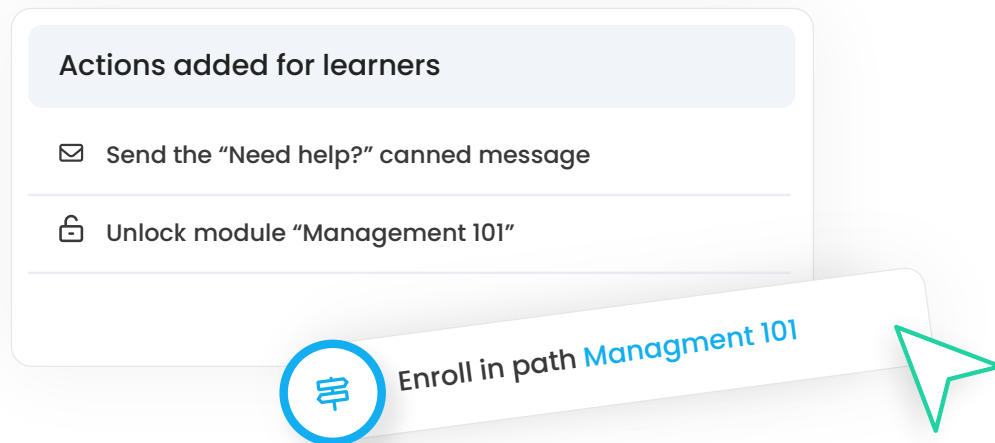
When learners reach a certain competency level, automation can trigger actions to reward their achievement. For instance, if a

learner scores above 80% on a competency assessment, the platform can automatically unlock an advanced module.



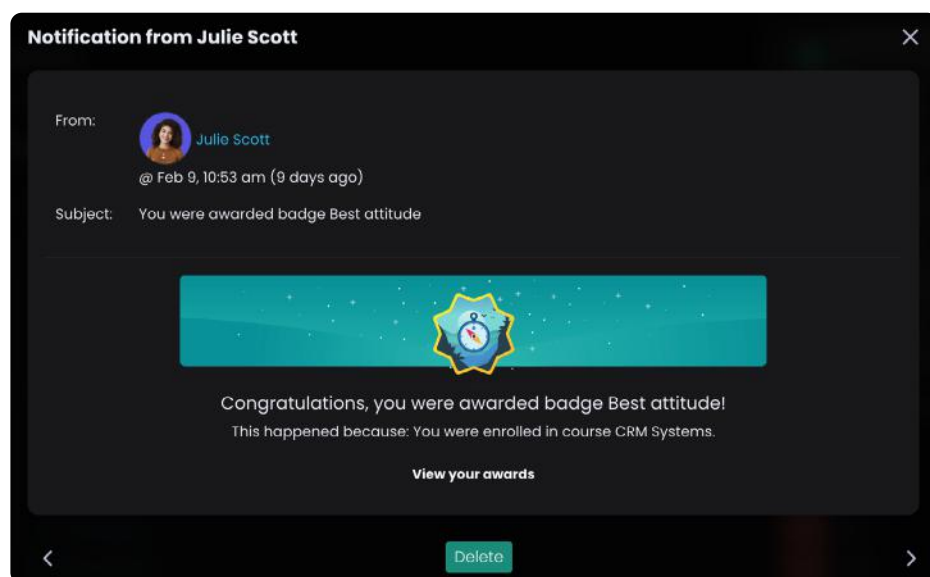
Automation can also be used to identify learners who may be struggling to achieve competency in certain areas. For example, if a learner remains at a competency level between 30-40% for more than 10 days,

the platform can send alerts to instructors or administrators. Additionally, the platform can automatically send personalized recommendations and resources to the learner to help them improve in that specific area.



CYPHER offers dozens of other automation capabilities. The platform can reward learners with badges when they achieve certain milestones, automatically enroll

learners in courses and paths, send messages to learners and instructors, lock modules, and more.



# An example of competency-based learning using CYPHER

A Graphic Design course must cover all the skills that new employees of a Design company need for their professional development. The instructor can upload a set of competencies that new employees must learn, and AI 360 will generate an entire competency-mapped course from the uploaded materials in just minutes. For example, a “Design Principles” module must cover Proportion and Balance as competencies.

The instructor is then able to see if a module only partially teaches the Design concepts or if there are certain learning units that don’t cover any of the competencies. A module would be incomplete if it teaches the competency Design Principles, but it does not assess it.



The instructor can also track each learner’s progress through the course and see how well they are progressing through each competency.

The instructor can also track each learner’s progress through the course and see how well they are progressing through each competency. An instructor can also intervene in the training process when learners need recommendations or extra help to master a certain skill. The instructor can also trigger actions such as automatically sending messages, enrolling learners in groups, awarding badgers, and more. For example, if a learner’s competency rating stays at 95 percent for a week, they can be added to another, more advanced Design course.

Mastery		Competencies		Learners		Coverage	
Competencies		What is Graphic Design		Design Principles		Design Concepts	
		Code	1	1.1	1.1	1.3	
Learners		Average					
Lim, Adrian	61%	29	57%	47%	65%	55%	
Kwan, Alan	64%	31	81%	73%	85%	83%	
Toderescu, Alina	83%	12	87%	93%	92%	81%	
Jones, Ann	81%	24	81%	86%	83%	99%	
McGill, Ann				79%	87%	77%	

# About CYPHER Learning

CYPHER Learning is leading the necessary disruption of learning platforms to unleash human potential with modern learning.

CYPHER exists to ignite lifelong passions through personalized, engaging, and limitless learning experiences for all. We give learning and development (L&D) professionals, HR, and trainers more time to train, build human connection into everything we do, and deliver tailored learning experiences that are meaningful and measurable.

Just the way modern learners expect.

The CYPHER platform is easy-to-use, beautifully designed, and infused with AI-powered technology. Every aspect beams thoughtful innovation and engineering that puts people first. Millions of users experience their “just in time, just for me, just the way I want it” approach in 50+ languages with the CYPHER award-winning platform.



To learn more about CYPHER Learning and our modern learning platform, visit us at

[www.cypherlearning.com](http://www.cypherlearning.com)