

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. Usually, a course must help learners acquire certain competencies. By using competencies, instructors can track how well learners are learning those skills, one by one.

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



How does CYPHER support competency-based learning?

CYPHER provides an effective way of implementing competency-based learning for training programs through the Mastery feature. Instructors can upload competencies or create their own competencies, then tag course content with the competencies it should be

teaching. Mastery helps instructors save time when creating and delivering courses as they can also easily keep up with each learner's progress through the course. It also allows instructors to intervene if learners need help with a particular topic or need recommendations for improvement.

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 create a new set of competencies and then tag each module and assessment with the competencies that they are teaching or assessing. 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. 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.

Competencies		What is Graphic Design	Design Principles	Design Concepts	Patterns in Design
Code		1	1.1	1.1	1.3
Average		74%	71%	77%	71%
Lim, Adrian	29	57%	47%	65%	55%
Kwan, Alan	31	81%	73%	85%	83%
Toderascu, Alina	12	87%	93%	92%	81%
Jones, Ann	24	81%	86%	83%	99%
McGill, Ann		79%		87%	77%

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

How to use Mastery in CYPHER

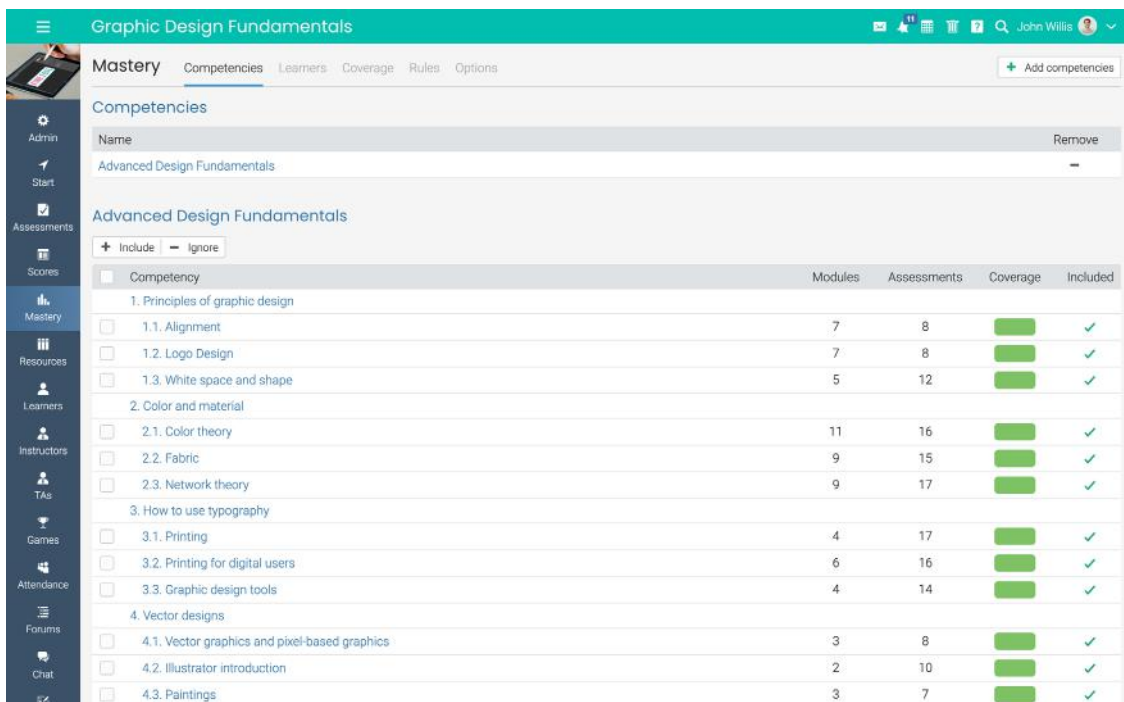
CYPHER provides all the tools instructors need to make sure course content is compliant with the skills they want to teach and assess and to track learner progress

using competency based learning. Here is an overview of the Mastery features available in CYPHER:

Upload or create competencies

Instructors can create competencies directly in CYPHER or they can upload their own. You can add one or more set of competencies

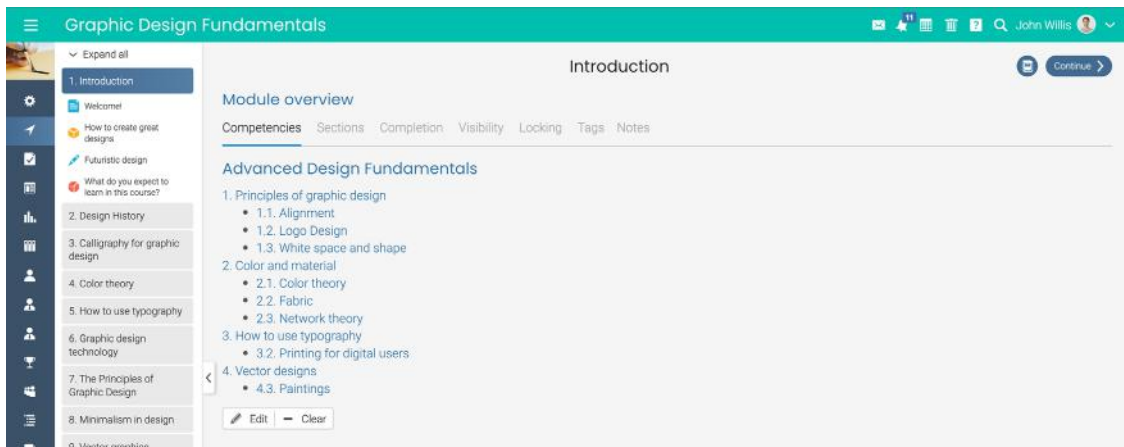
to a course. You can add one or more set of competencies to a course.



Add competencies to modules and assessments

After competencies have been added to the course, instructors can tag modules with the competencies it should be teaching and

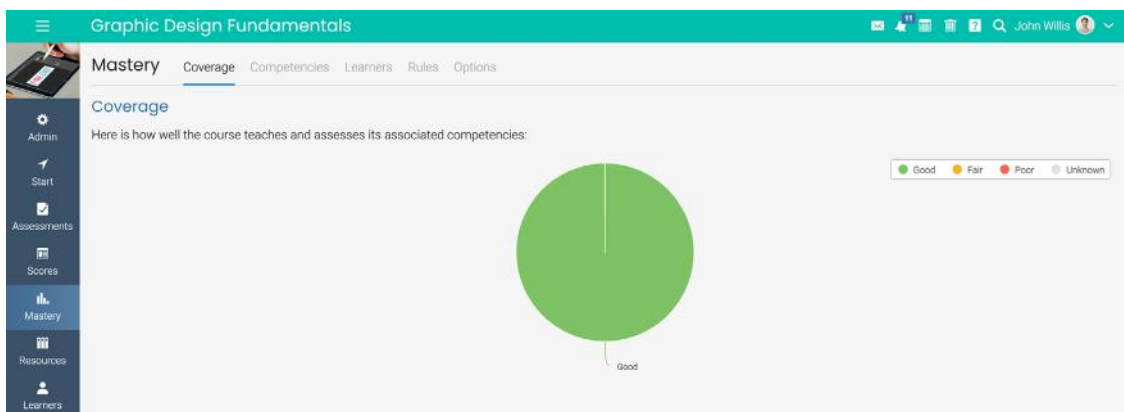
assessments with the competencies they should be assessing.



Coverage analysis of competencies

After tagging the course content and assessments with competencies, you can see an overview of how well the course covers the competencies. This is a great

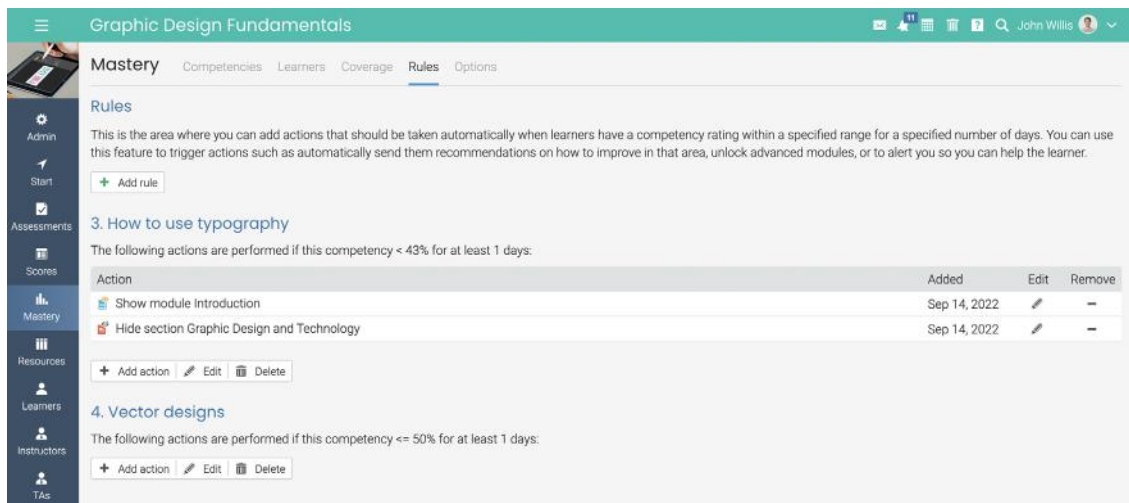
way of identifying weak spots in your course and making sure each competency is being taught and assessed during the course.



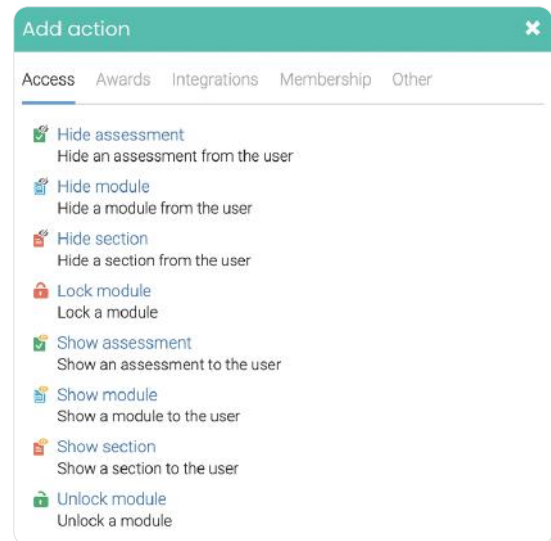
Automation for Mastery

You can add actions that should be performed when learners reach a certain competency level. For example, if they achieve more than 80% on a competency you can unlock an advanced module.

If a learner stays between a 30 - 40 % competency level for more than 10 days, you can set up a rule to get an alert when this happens and send learners recommendations on how to improve in that area.



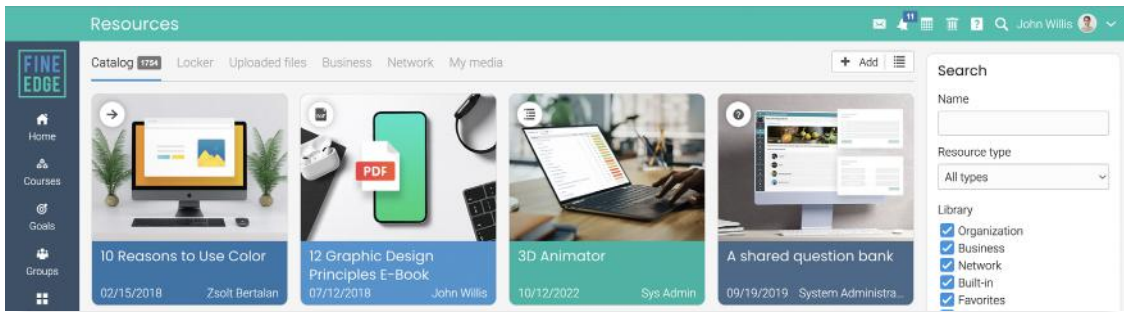
There are many options for actions that can be triggered, such as enrolling learners in courses and paths, sending messages to learners and instructors, locking modules, and more.



Save and share competencies as Resources

Created competencies can be stored in the Resources library and reused for other

courses. They can also be shared with other instructors.



Tracking learner progress in courses

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.

The screenshot shows the 'Mastery' grid for the course 'Graphic Design Fundamentals'. The grid displays mastery levels for three learners: Arnold, Balla; Bob, Hobart; and Cary Duvons. The competencies tracked include Principles of graphic design, Alignment, Logo Design, White space and shape, Color and material, Color theory, Fabric, Network theory, How to use typography, Printing, and Print digital. The grid uses color-coded cells (green for high mastery, yellow for medium, and red for low) to indicate performance levels.

Competencies		Principles of graphic design	Alignment	Logo Design	White space and shape	Color and material	Color theory	Fabric	Network theory	How to use typography	Printing	Print digital
Code		1	1.1	1.2	1.3	2	2.1	2.2	2.3	3	3.1	3
Average	18	74%	70%	75%	79%	78%	79%	77%	79%	82%	83%	80
Arnold, Balla	18	62%	25%	84%	76%	84%	76%	88%	88%	95%	95%	13
Bob, Hobart	21	45%	28%	29%	77%	75%	71%	77%	77%	38%	71%	14

Mastery levels for all learners are also displayed in the Learners area of a course and information is updated in real-time.

The screenshot shows the 'Learners' area of a course. It displays a table with columns for Name, Progress, Scores, Grade, Due, Awards, Portfolio, Mastery, Time, Enrolled, Previous completions, and More. The table lists three learners: Arnold Balla, Bob Hobart, and Cary Duvons, along with their respective progress and completion details.

Name	Progress	Scores	Grade	Due	Awards	Portfolio	Mastery	Time	Enrolled	Previous completions	More
Arnold Balla	85%	18	A- 86%	3	8	-	85%	00:00:02	Apr 1, 2019 1419 days ago	-	⋮
Bob Hobart	62%	21	A+ 102%	4	12	-	62%	00:00:02	Dec 10, 2018 1170 days ago	-	⋮
Cary Duvons	45%	21	C+ 66%	8	21	-	45%	00:00:12	Feb 1, 2019 1072 days ago	-	⋮

You can also see details about a learner's mastery level by clicking on the Mastery chart in the Learners section.

Mastery
Here are the learner's ratings for the competencies:

Competency	Data points	Decaying average%	Rating	Mastered
1. Principles of graphic design	23	91	Good	✓
1.1. Alignment	7	92	Good	✓
1.2. Logo Design	6	92	Good	✓
1.3. White space and shape	10	91	Good	✓
2. Color and material	40	84	Good	✓
2.1. Color theory	13	89	Good	✓

Mastery progress is also displayed on the profile pages of learners.

Enrolled

Name	Progress	Scores	Grade	Due	Mastery	Time	Enrolled
Design Patterns	100%	100%	F	-	100%	00:00:27	Sep 15, 2016
Designing for Print	0%	0%	F	2	0%	-	Nov 13, 2018
Graphic Design Fundamentals	72%	72%	B-	1	72%	00:07:01	Nov 30, 2021
InDesign for Beginners	0%	0%	F	-	0%	-	Oct 23, 2018
Mastering Graphic Design	66%	66%	C+	1	66%	00:18:59	May 5, 2020

Learner view of mastery

Learners can see their mastery progress on the course landing page.

The screenshot shows the 'Graphic Design Fundamentals' course landing page. The 'Modules' section displays four cards:

- 1. Introduction**: 1 hr, 40 min. 100% Resume. 4 sections.
- 2. Design History**: 1 hr, 10 min. 85% Resume. 7 sections.
- 3. Calligraphy for graphic design**: 1 day. Completed. 3 sections.
- 4. Color theory**: 1 hr, 5 min. 40% Resume. 5 sections.

On the right, the 'Activity' widget shows a 'Progress' chart at 64% and a 'Mastery' chart at 85%. Below that, a 'Result' chart shows a grade of 'B-' and a 'Scores' chart shows 72%. The 'Participation' widget shows a score of 473 out of 9 of 21.

If they click on the Mastery chart, they will see a detailed overview of their progress through the course competencies.

The screenshot shows the 'Mastery' page for 'Graphic Design Fundamentals'. It displays a table of competencies with their ratings and mastery status:

Competency	Rating	Mastered
1. Principles of graphic design	Good	✓
1.1. Alignment	Good	✓
1.2. Logo Design	Good	✓
1.3. White space and shape	Good	✓
2. Color and material	Good	✓
2.1. Color theory	Good	✓
2.2. Fabric	Good	✓
2.3. Network theory	Good	✓
3. How to use typography	Good	✓
3.1. Printing	Good	✓
3.2. Printing for digital users	Good	✓
3.3. Graphic design tools	Good	✓
4. Vector designs	Fair	✓
4.1. Vector graphics and pixel-based graphics	Fair	✓
4.2. Illustrator introduction	Good	✓
4.3. Paintings	Fair	✓
5. How to use fonts	Good	✓

On the right, the 'Activity' widget shows a 'Progress' chart at 64% and a 'Mastery' chart at 85%. Below that, a 'Result' chart shows a grade of 'B-' and a 'Scores' chart shows 72%. The 'Participation' widget shows a score of 473 out of 9 of 21. A 'Leaderboard' section shows the top performers: Susan Philips (Advanced, 650), Sally Johnson (Advanced, 473), and Jane Eire (Intermediate, 290).



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