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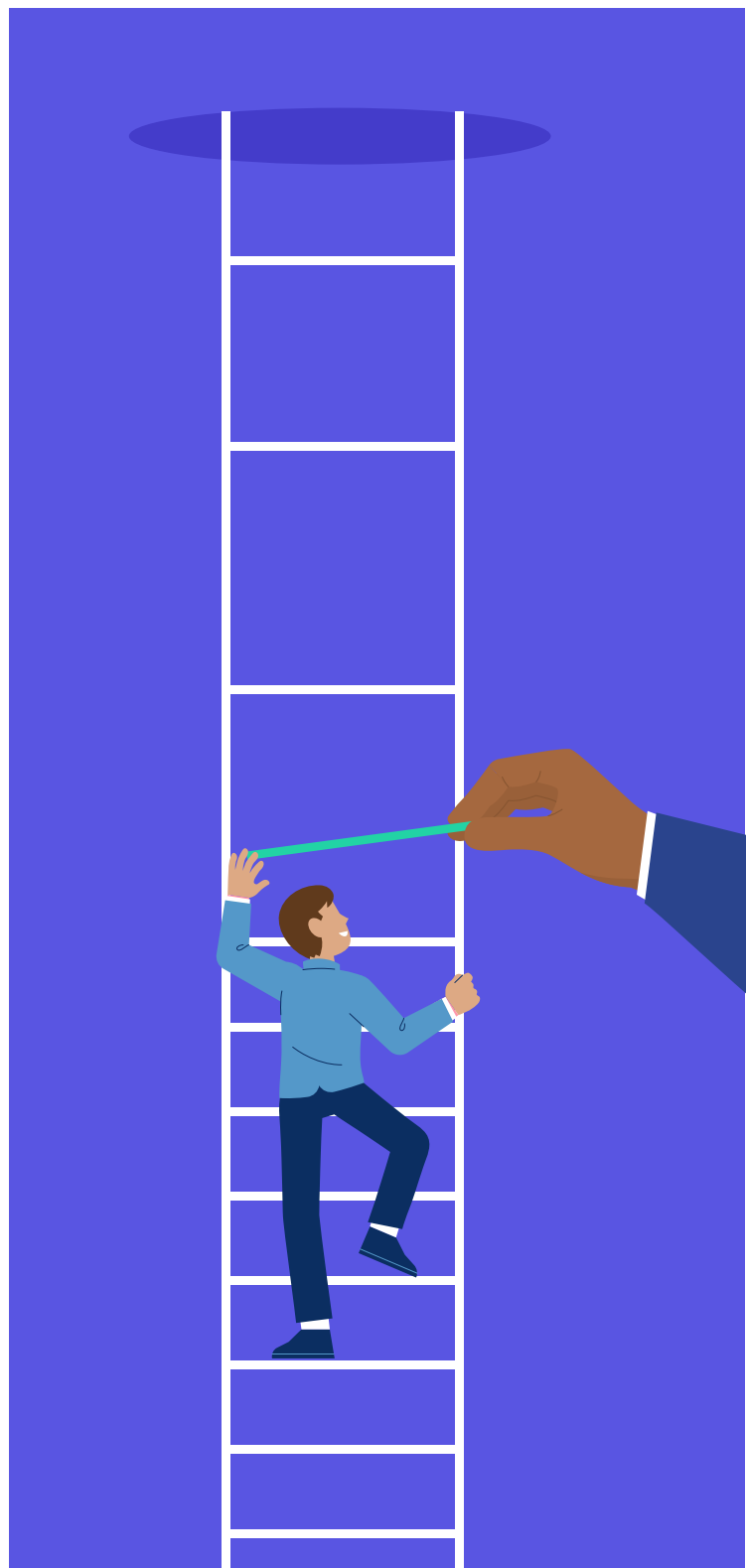
How training solution providers are using new technologies to create a competitive advantage

Training providers are getting the call to help fill the skills gap

Businesses of all sizes and across industries are grappling with a skills gap – the delta between the skills and expertise they currently have on staff versus those they need to capitalize on market opportunities and achieve their longer-term growth goals. In the quest to close the gap, more and more organizations are turning to third-party training solution providers and registered training organizations (RTOs) to design and implement skills development programs that will upskill, reskill, and cross-skill existing staff.

Why do corporations choose to partner with training providers versus build a training program – or augment an existing one – themselves? Simply put, they believe such a partnership will help them deliver training in a far more efficient and effective manner. They expect a solution provider will design and administer compelling coursework and training programs using best practices for comprehension, such as competency-based learning, while tapping technology innovations like artificial intelligence (AI), augmented reality, and gamification to make training more engaging and fun – ultimately yielding superior results to what they could build in-house.
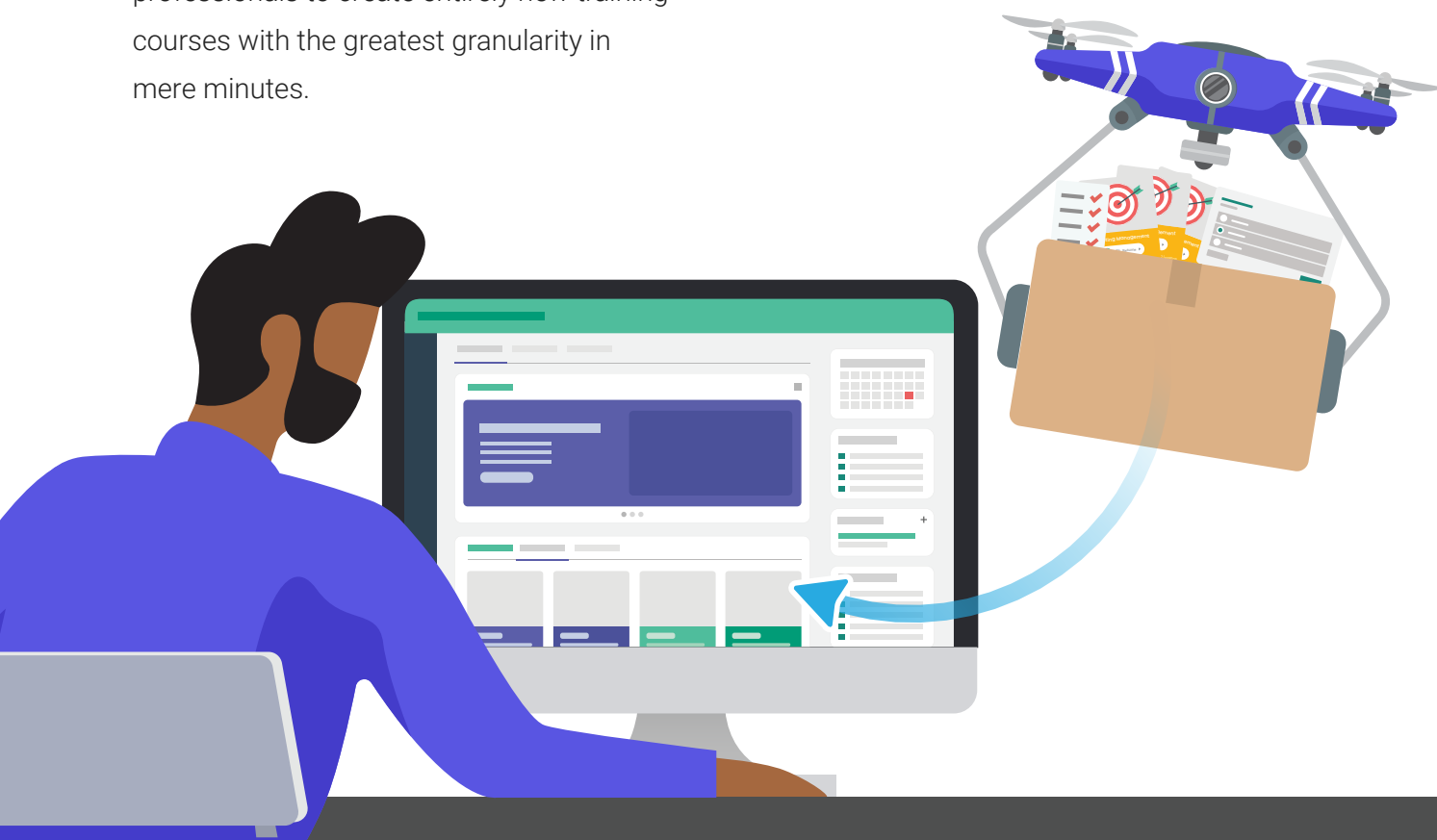
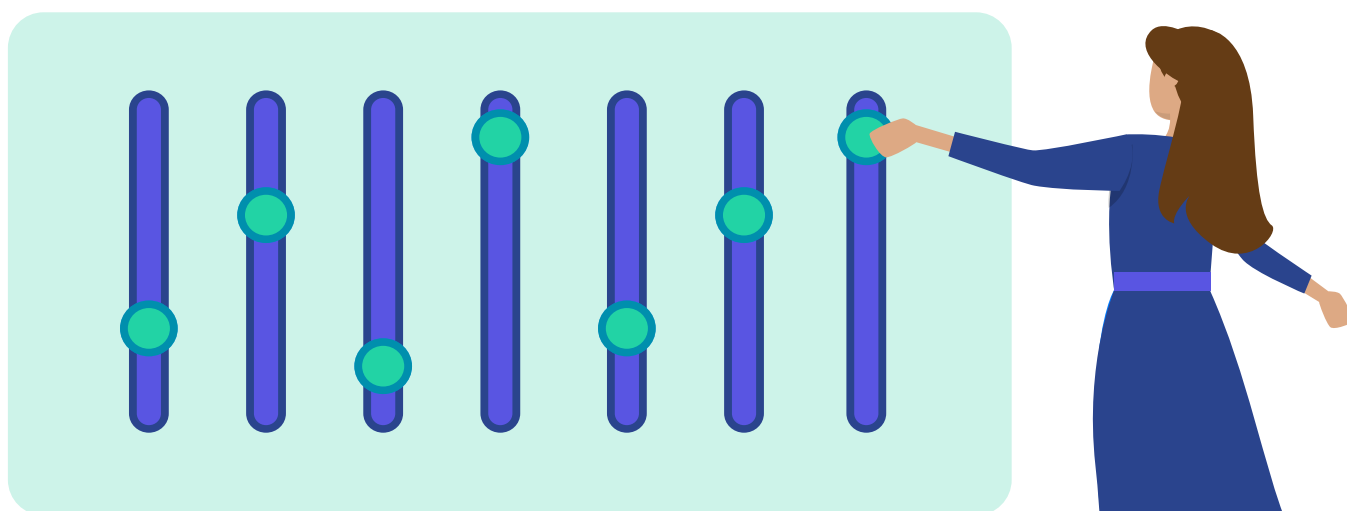# Successful competency-based training demands a modern learning platform

This presents an enormous opportunity for training companies – *if they can deliver competency-based training offerings that meet such high expectations quickly.* And that requires a modern learning technology platform purpose-built for personalized learning experiences; one that gives training providers the power to create, deliver, monitor, and manage their programs with ease and speed.

CYPHER Learning's platform is an example of such a solution. Among the cutting-edge technologies included on the platform is the AI-powered CYPHER Agent tool, which enables trainers and learning and development (L&D) professionals to create entirely new training courses with the greatest granularity in mere minutes.

The introduction of CYPHER Agent is a true game-changer for the training community. With traditional LMS technologies, developing effective competency-based training programs has been incredibly labor-intensive, which busy training professionals typically don't have time for in between administering courses and working with learners. CYPHER Agent simplifies and expedites the coursework-development process, enabling trainers to generate the actual competencies, create detailed training modules aligned to those competencies, and then build the associated question banks and essay assignments down to the most granular levels.
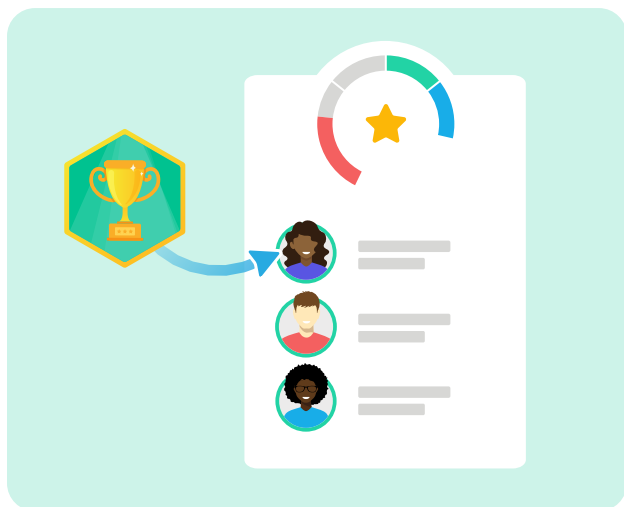
What can trainers do with a modern learning platform like CYPHER

Personalize training to the individual learner, but at scale

A one-size-fits-all approach to training won't cut it with today's learners. They expect to be treated as *individuals*, each with their own unique needs and preferences. In a recent [survey](#) on skills development, CYPHER Learning discovered more than 41% of corporate learners believed training should be more tailored to their jobs, and 39% wanted it more personalized to their needs. Therefore, to be successful, training providers, RTOs, and all L&D professionals need to factor individuality into their strategies and programs. Not only must they have the right content, but they also must deliver it to the right people and tailor the delivery to how, when and where each individual wants to receive it. The CYPHER platform gives trainers this freedom.

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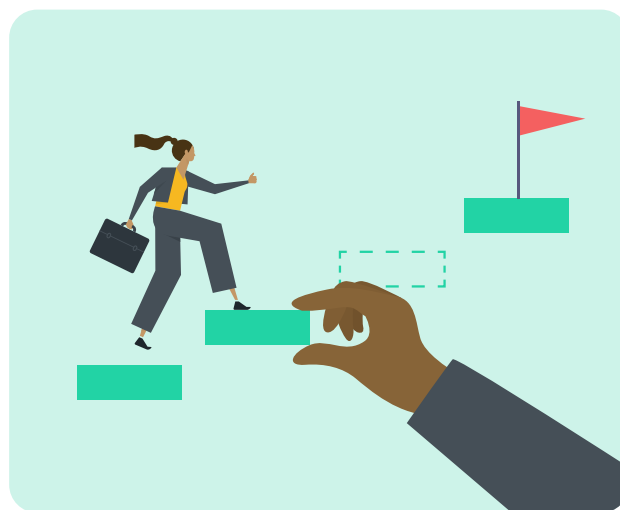
Deliver fun, engaging courses that ensure comprehension and mastery

Traditional training content like presentations, PDF documents, and linear lesson plans don't drive the engagement and comprehension businesses and their employees are seeking from their training programs. In the CYPHER Learning survey, 58% of C-level learners and 30% of entry-level learners noted they typically forgot their training less than a month after completion.

This is where training providers can shine, putting their expertise and creativity to work via a modern learning platform with capabilities and innovations such as social learning, virtual reality, and gamification. According to the CYPHER Learning survey, 67% of corporate learners felt new technologies like these would make workplace training more fun and compelling, which ultimately leads to higher engagement and comprehension. Moreover, these technologies reinforce a competency-based skills approach, enabling each

learner to practice and master the skills they need before they move on, thereby boosting retention. This helps trainers achieve their own performance goals as well and, for training companies, deliver maximum impact and value to their corporate clients.
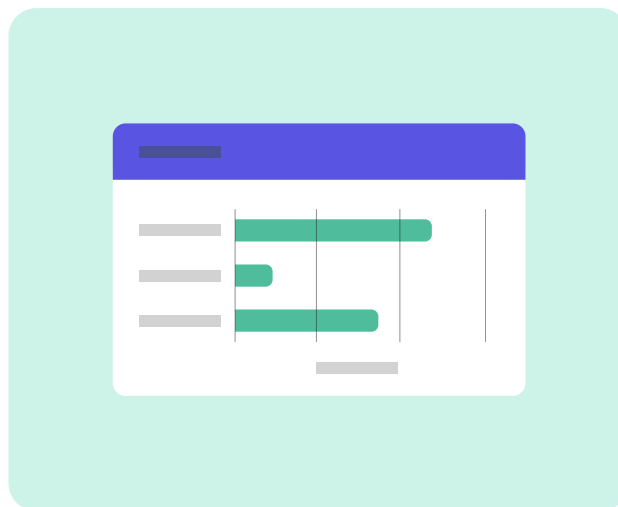

Provide mentoring capabilities and community engagement

Learning and comprehension aren't achieved in isolation. Most learners perform best with the help and guidance of experts and peers along the way. That's why modern learning platforms like CYPHER have built in the ability for learners to connect with coaches, mentors, and others engaged in similar training, as needed. For example, the CYPHER platform lets trainers generate detailed Q&As, quizzes, and timed assessments to monitor individual and organizational progress, and ensure learners are absorbing the material. If a learner is having difficulty with a given topic, the trainer can make additional resources and support available.

Simplify administration and communication with automation

Ask any training provider and they'll say their first priority is designing interesting and engaging courses that inspire learning. However, administrative tasks like enrollment and communications are also necessary to make sure organizations and their employees enjoy a simple, seamless experience at every step. Modern learning platforms like CYPHER save trainers time building their coursework – but they also create administrative efficiencies, automating and personalizing these interactions for the training provider, so they can focus on creating the best content for their clients.

Gain complete visibility across clients, courses, and learners with a click

For training providers to understand whether coursework is resonating and whether intervention is necessary, they need clear visibility into how their corporate clients and learners are performing. Robust, customizable reporting capabilities are a must-have for giving trainers a real-time, on-demand view into course completion and performance at the learner, organization and content levels.

The opportunity for training providers and RTOs continues to grow as companies compete for leadership positions in their respective marketplaces and need to acquire or cultivate the skills required to win. Those training organizations that invest in a modern learning platform will be best suited to capitalize.

CYPHER Learning and its AI-powered **CYPHER Agent** tool are designed to empower training providers to deliver the best possible competency-based program for their corporate clients with speed and ease, while building their reputation – and their business – as a true training innovator.

About CYPHER Learning

CYPHER Learning exists to give learners the power to succeed in a rapidly changing world. Trainers, learning and development (L&D) pros, HR pros, and educators get everything they need in one platform to deliver faster, more personalized, and better learning outcomes. We provide the only all-in-one AI-powered learning platform that is easy-to-use, beautifully designed, and built to power billions of learning moments every day. Create courses faster. Train and teach better. Learn even quicker. Experience our "just in time, just for you, just the way you want to learn" approach that puts people first.

See for yourself the power of CYPHER Agent – contact us for a demonstration.

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

cypherlearning.com