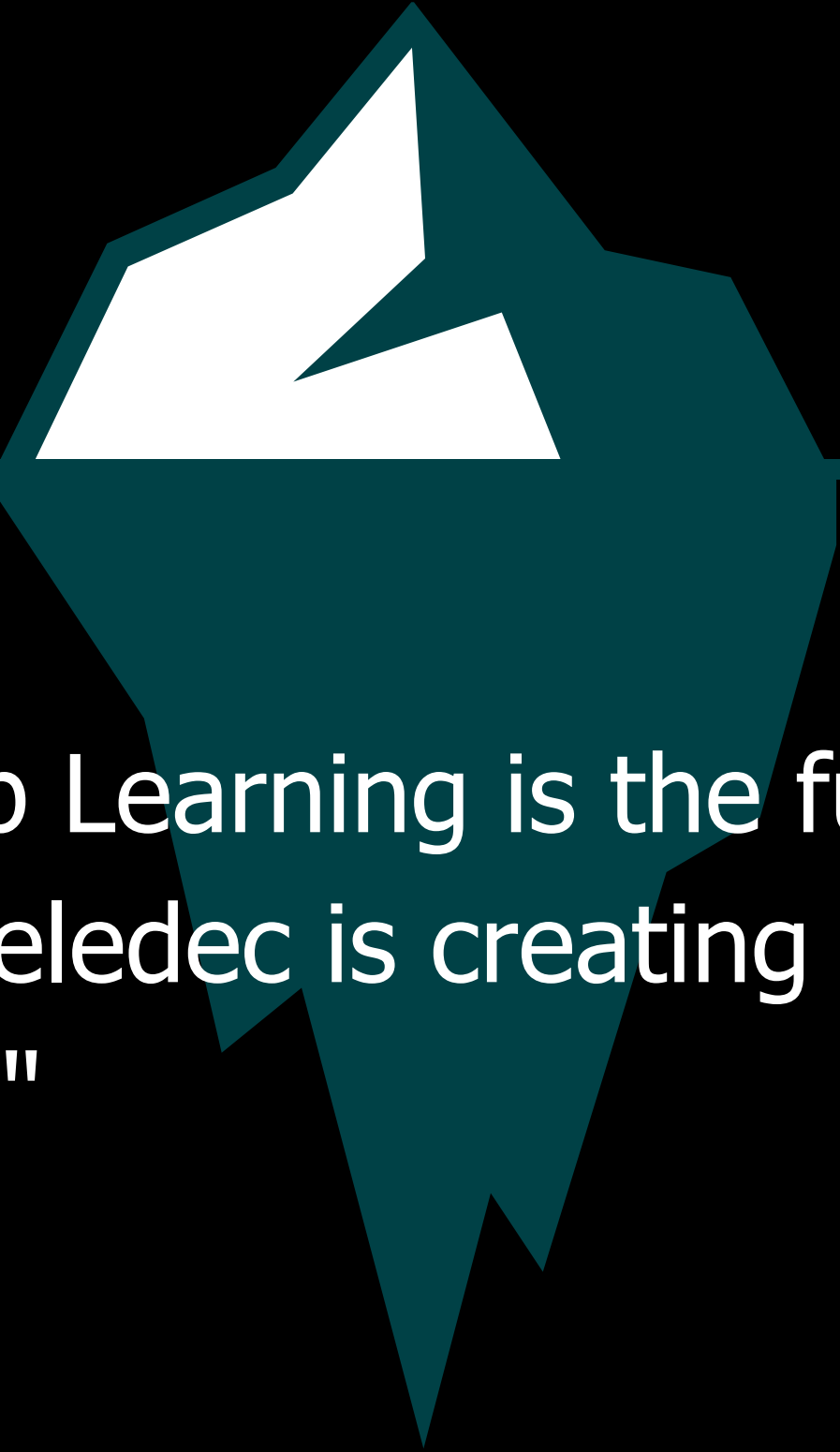


Teledec
INTERNATIONAL

A stylized iceberg graphic with a white peak above a horizontal line and a dark teal body below it. The words "Deep" and "Learning" are positioned on either side of the line.

Deep

Learning

A graphic of an iceberg with a white peak above a horizontal teal line and a larger teal body below it. The text is centered over the teal body.

“Deep Learning is the future
that Teledec is creating
today.”

Measuring effectiveness of learning

with

ANALYTICS

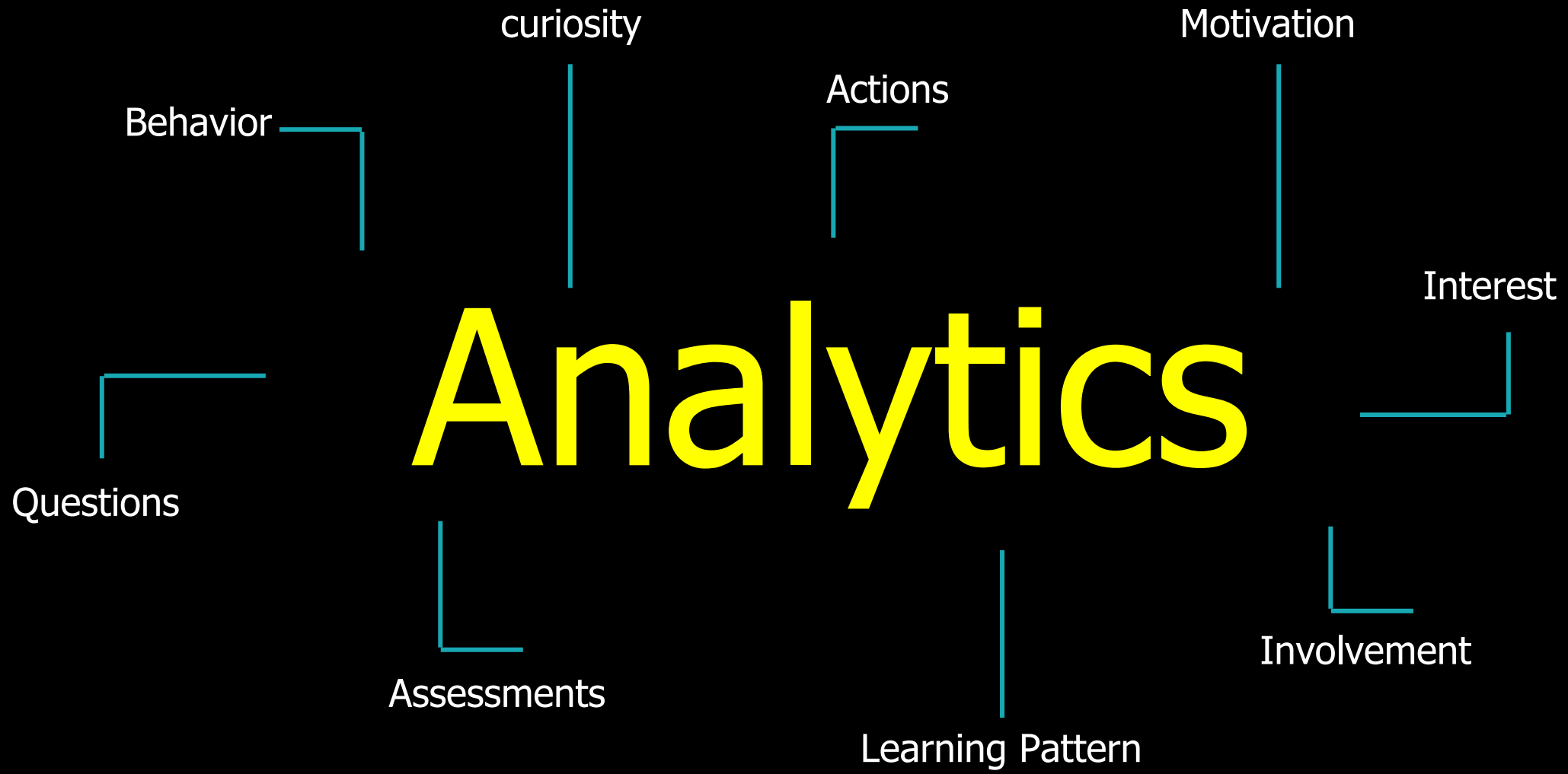
Learning effectiveness is generally measured -

(a) By measuring the learner's '*before*' and '*after*' on-the-job performance, mainly done by supervisors,

or

(b) By *measuring, monitoring and analyzing* (directly or indirectly) the learners' behavior, actions, interest, motivation, learning pattern, curiosity, involvement, participation, etc.

Analytics



Question

Do you know if your employees are

i) really *interested* in learning,

ii) are sufficiently *engaged* in your training programs, and

iii) are *motivated* to bring themselves up to the level of their job requirements

If you don't - your training dollars perhaps are being wasted and your company isn't going to scale in the desired manner.

That is precisely why organizations *need to measure the effectiveness* of their training irrespective of the industry they operate.

The good news is that all of these attributes can be measured, monitored and intervened (directly and/or indirectly) with **Analytics....**

.... so learners absorb and retain most of the material presented to them, and eventually be capable of **transferring** most of the **new knowledge** learned to apply to **new challenges, new environments and new applications** over time.

Did you know

➤ **40 percent** of material learned is forgotten in 20 minutes,

➤ **77 percent** of material learned is completely wiped from learners memory in only 7 days and learners forget

➤ **90 percent** of what they've learned after one month



There are many **variables**, here are some of the questions we can ask

- Is there any *motivation* to learn?
- Is *prior knowledge* of the content necessary to learn the material presented?
- How closely is the *content related to the work* they do?
- What are the *learning methods* and modalities used?
- How *interactive* and/or *immersive* is the learning experience?
- What is the *length of time* the learning needs to be *delivered / retained*?
- Does the *design* of the course lead to *contextual cues* to the students' *personal experiences* that help them see and remember scenarios from a personal perspective?



This is what is
"Deep Learning"
is all about!

The image features a stylized iceberg on a black background. A horizontal teal line represents the water surface. The small, white, jagged tip of the iceberg is above the line, while the much larger, teal-colored submerged part is below it. The text is centered over the submerged part of the iceberg.

How to measure

Training Effectiveness?

Some means of measuring **training effectiveness**:

"Before State" - Present State" questionnaire reveals exactly where learners are with respect to the new material being presented at the training session.

"Prior Knowledge" - Where prior specific knowledge is required before learner can enroll in new training session, participants must be able to demonstrate the particular knowledge necessary to attend the new session

"Engagement"- For each presentation (regardless of whether it's instructor-led, or self-paced e-learning), the students' interaction, collaboration and engagement with the presentation is absolutely critical to the impact of training on the learner.

"After State"- Each training program should be followed up by a skills assessment.

This should be made mandatory for all learners to determine effectiveness of program.

Analysis of LMS reports- LMS reports and analytics should show how the training program has helped the student hone his or her skills, including learner feedback.

Learning effectiveness measurement

with

LMS

Until recently, it used to be almost impossible to measure the effectiveness of training programs with any degree of confidence or accuracy.

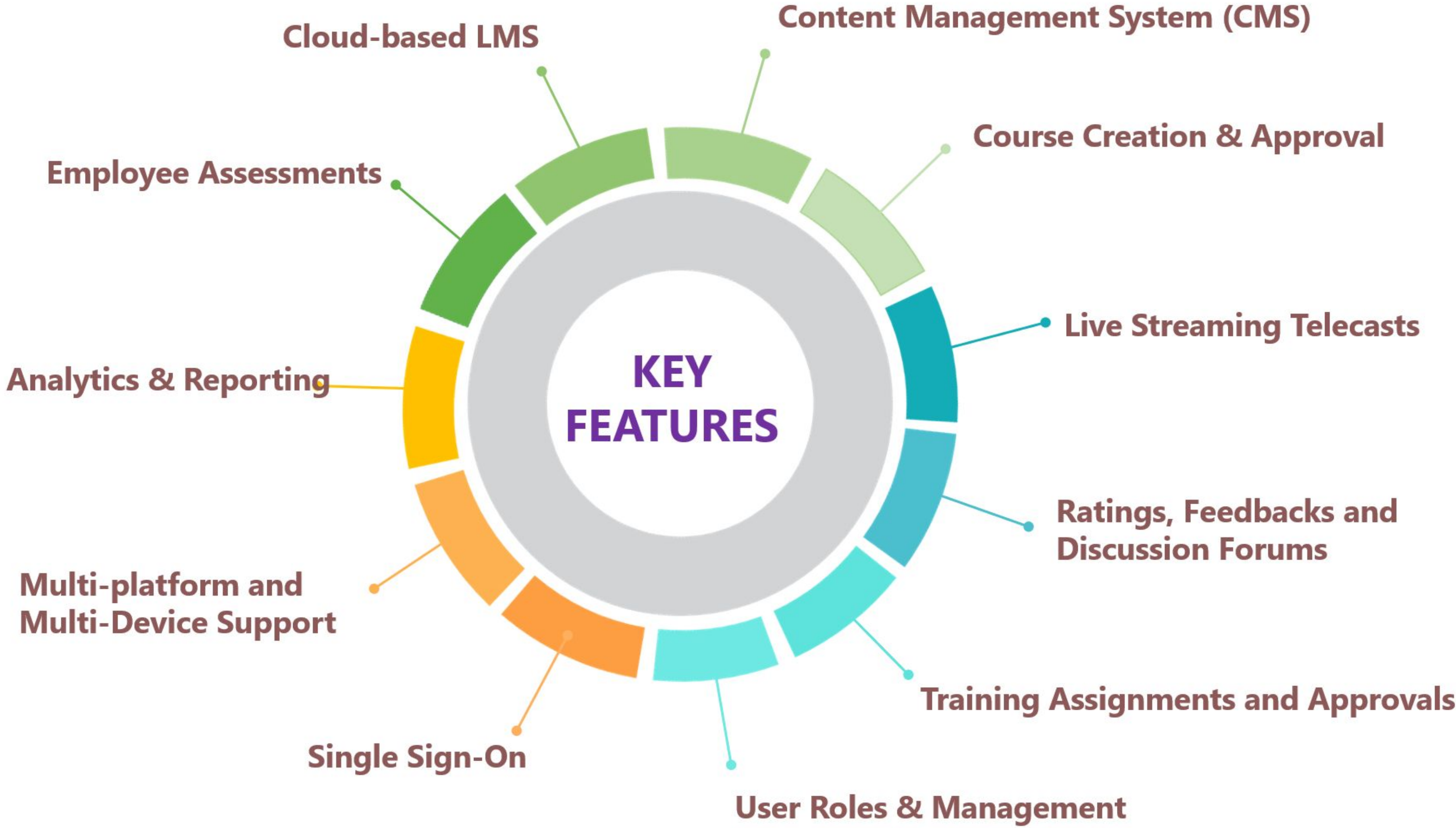


New generation of customizable Learning Management Systems which can monitor all student activities, interactions and behavior from the beginning to the end of the learning journey.



- > **For learners:** open navigation, mobile accessibility
- > **For admins:** simplified course assignment and reporting
- > **For managers:** compatibility with course design and learning analytics

**KEY
FEATURES**



Many LMS' are industry specific and easily customizable to the idiosyncrasies of the modern learning environment

Financial



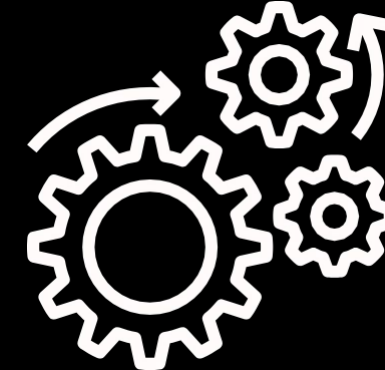
Healthcare



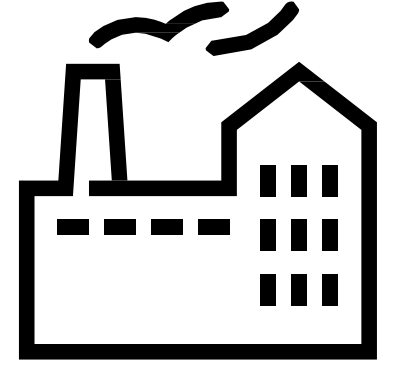
Pharma



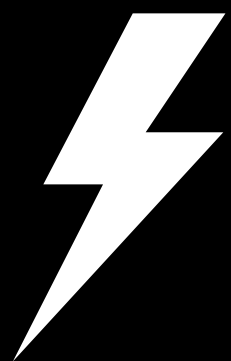
Engineering



Manufacturing



Energy



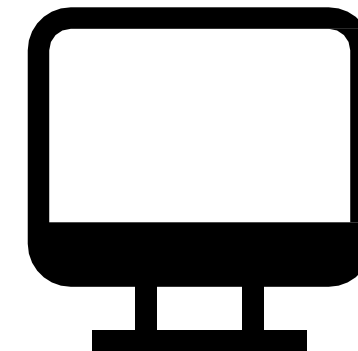
Retail



Food



IT



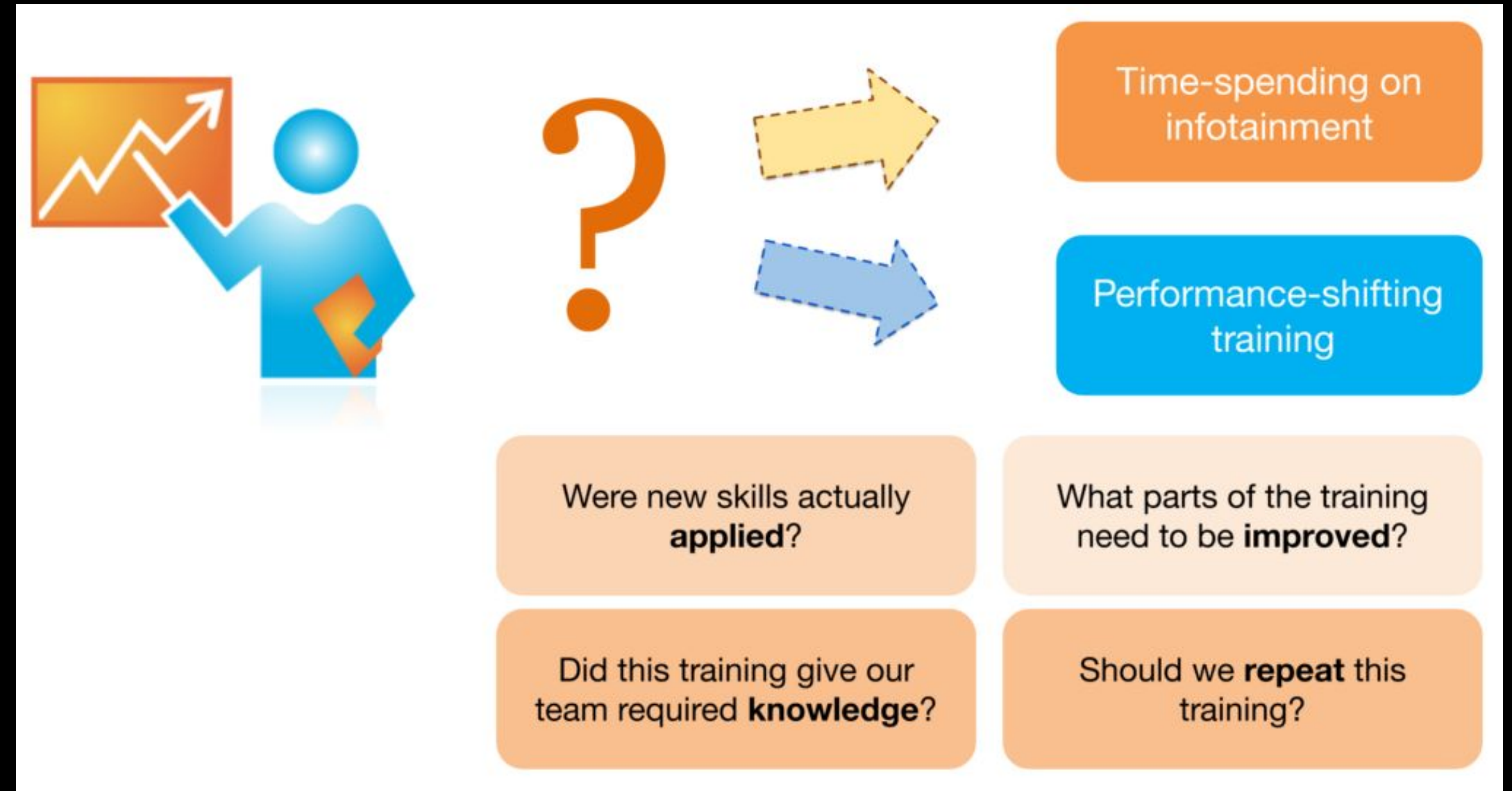
Insurance



Learning Analytics
and
KPI

Learning Analytics and KPIs share a symbiotic relationship:

one evaluates the *impact of learning*, and the **other** indicates the *change in performance*, based on training.

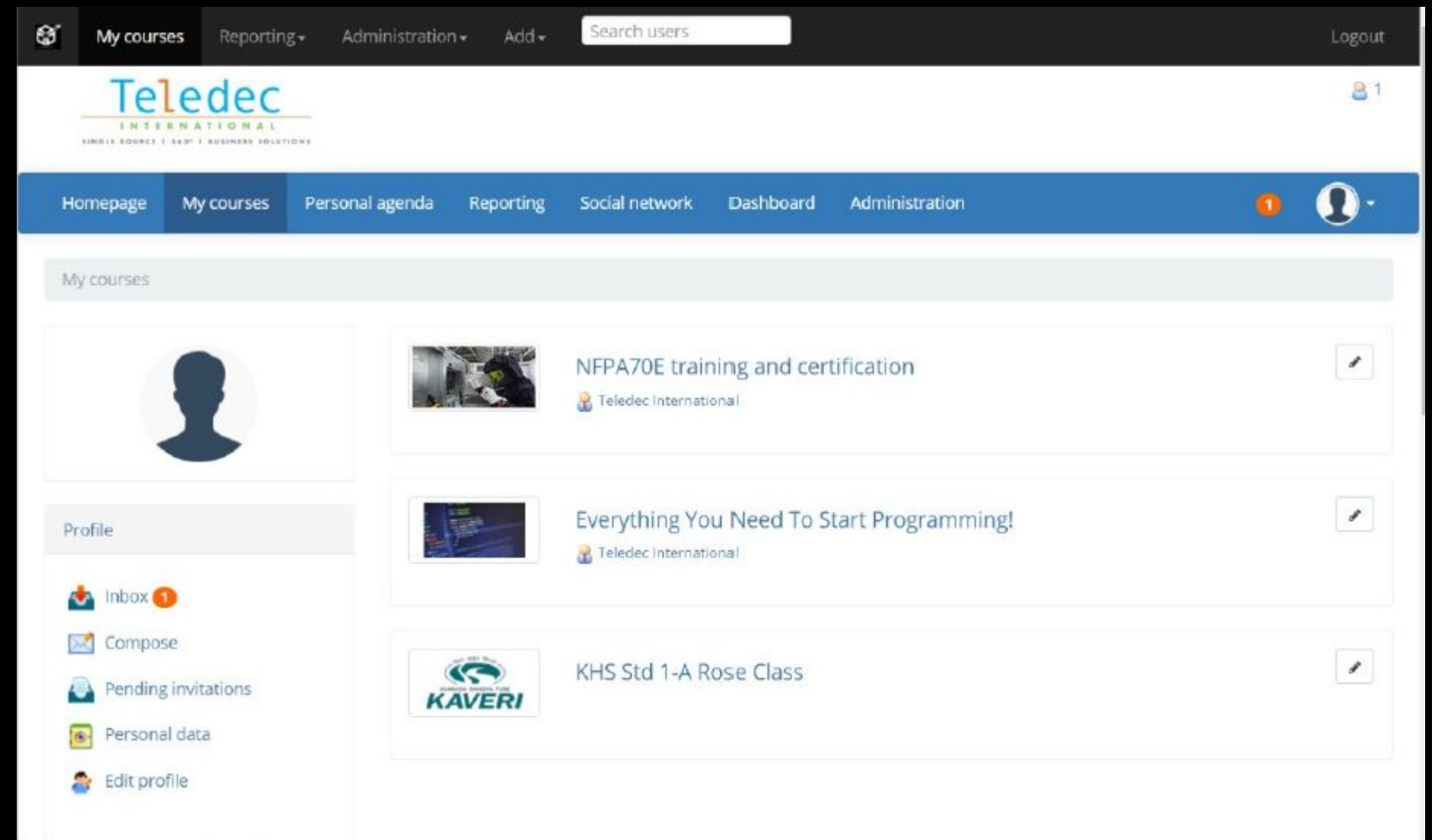


Learning Analytics and KPIs share a symbiotic relationship:

At the end of day the most important question is:

How much value is LMS training adding to our team?

While learner engagement, progress, and enjoyment are all critical factors, for many organizations, the most important KPI is whether an LMS contributes to company-wide success.



The key point is to develop a set of expectations for what training should deliver.

KPIs can then be established based on those expectations.



Keep in mind that **assessment test results** are often misleading.

Today's learning environments place **more value on student progress** - clearly identified in the **LMS analytics**.

This **Deep Learning** approach can lead to students not just memorizing the content but comprehending in a personal manner that may stay with him/her throughout his/her professional career.

Thank You

Teledec

www.teledec.com | [Blog](#)

