



Beyond the Sky
Custom Learning

AR & VR

LRS &
MOOC

Artificial Intelligence
Machine Learning
NLP Deep Learning

Personalized Learning,
Adaptive Learning

JARGON Demystified

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Meaningful buzzwords: L&D jargon demystified

Machine learning! Deep learning! Continuous learning! You hear these terms tossed around in the learning industry. But what do you really need to keep abreast of L&D trends? This guide explains trending L&D terminology to keep you in the know.

TECHNOLOGY

Augmented Reality (AR)

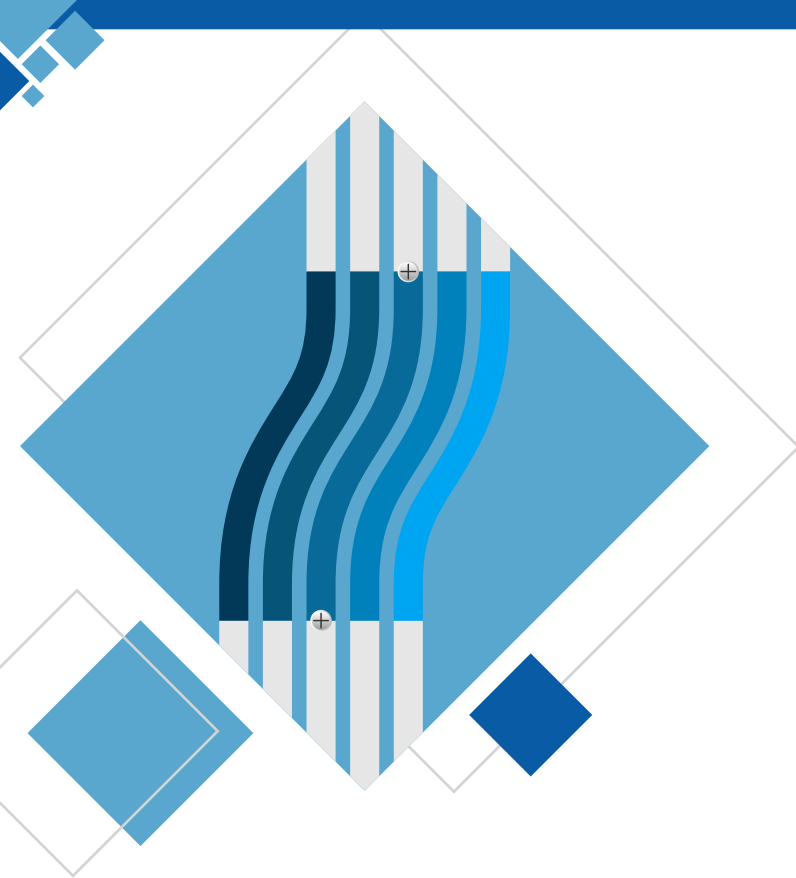
AR is a layer of digital information on top of the physical world that you can view through a device. Unlike VR, which requires you to be in an entirely virtual environment, AR uses your existing environment and simply overlays virtual information on top of it.

Example: A trainee can learn the functions of machine parts by using AR to uncover additional information.

Virtual Reality (VR)

VR is a three-dimensional environment that allows learners to interact with it in a seemingly real or physical way. Head-mounted displays are used with headphones and hand controllers to provide a fully immersive experience.

Example: A learner may simulate being in a high heights environment prior to actually traveling to these extreme heights.



Personalized Learning

This refers to “targeted” content based on a learner’s attributes. It is customized to enhance each learner’s strengths, needs, skills and interests. Each participant has a learning plan that’s based on what they currently know and how they learn most effectively.

Example: A flexible-paced sales curriculum that asks the learner upfront questions to discover what the individual already knows, what the person’s needs are, and which topics will benefit the person the most. The learning application then creates a custom training approach for each learner.



Adaptive Learning

By using multiple data inputs and new technology, adaptive learning adjusts and customizes the training content “on the fly.” The learning experience grows with the individual over time.

Personalized learning offers content to groups of people based on profile attributes. Adaptive learning topics change based on how the individual progresses.

Example: Participants may experience different content to explain a concept in a new way if they don’t understand it the first time. Or they may get different quiz questions to reinforce areas of focus.



Artificial Intelligence (AI)

This is a system that can learn on its own and enhance its capabilities and its knowledge. True AI can improve on past iterations and can become smarter and more aware. There are many forms of AI and we encounter many of them daily (Gmail’s smart inbox, Facebook recognizing the faces of your friends to tag).

Example: AI has many L&D applications, from data analysis to programming chatbots to virtual teaching assistants.



Machine Learning

Machine learning is the ability for computer programs to analyze big data, extract information automatically, and learn from it. Machine learning is one type of AI.

Example: A system offering personalized course recommendations based on your previous learning interests (like Amazon's recommendations).

Natural Language Processing (NLP)

NLP is an area of artificial intelligence that helps computers to analyze, understand, and generate human speech. Challenges in natural-language processing include speech recognition, natural-language understanding, and natural-language generation.

Example: An automated online learning assistant that provides reminders about your course using natural language as if a human was writing or saying it.



Deep Learning

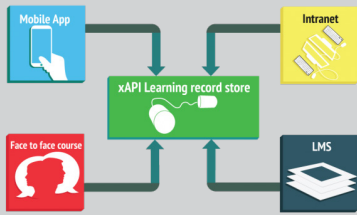
Deep learning allows networks to perform the set-up and execution of processes (feature extraction and classification of data) in one shot, which means the programmers must design only one model.

Example: Accurate and fast online language translation.

Image Source: XenonStack

<https://www.xenonstack.com/blog/data-science/log-analytics-with-deep-learning-and-machine-learning>





Learning Record store (LRS)

An LRS is a place to report and store learning records collected from connected systems (e.g. a mobile app, pages on an intranet, a course, or on offline experience... things collected from the Experience API (xAPI)).

Image Source: Sprout Labs

<https://www.sproutlabs.com.au/blog/what-is-a-learning-record-store-and-why-do-you-need-one/>

MOOC

A massive open online course (MOOC) is a free online course intended for unlimited participation and open access. It may include traditional course materials such as lectures, readings, exercises, and interactive user forums.

Example: Khan Academy.



Microlearning

This is a concise, single-focused learning segment covering one learning objective. The microlearning piece may be viewed on its own or in conjunction with other learning pieces (e.g. other microlearning, other performance support tools, on the job activities) and it can be any modality.

Example: A video on how to log-in to the system.

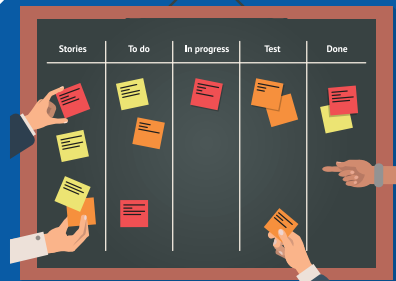
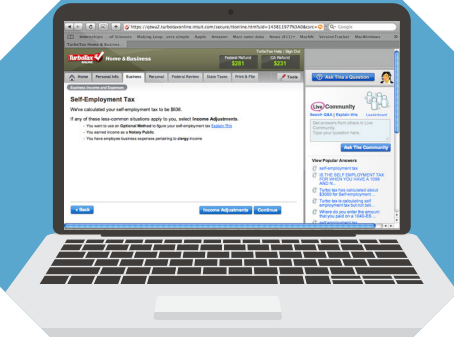


CONCEPTS

Embedded Performance Support

EPS is performance support embedded within the workflow or system itself.

Example: A robust “help” menu with targeted answers to your questions related to what is on your screen. I admired the Turbo Tax help before it became sparse.



Agile for Learning & Development

Agile is a time constrained, iterative approach to project management that builds learning solutions incrementally. Aspects of agile are often applied to L&D, versus the entire process which was designed for software development.

Example: A team may create a rough eLearning prototype of one module within the week and get feedback from stakeholders on the direction.

Social Learning with Technology

Using social tools (e.g. social enterprise networks like Yammer and Jostle or other tools like SharePoint, Instant Messenger etc.) to solve problems collaboratively and to learn informally along the way. Social learning also encompasses the organized learning components such as reflecting and commenting on what others write and post.

Example: An online course where attendees build off other’s responses and comment on their peers’ ideas.





Continuous Learning

This is about the constant expansion of skills and skill-sets through learning and increasing knowledge in response to our modern workforce. Underlying this is the belief that employees have control over their learning and learning is not the same for everyone.

Example: A learner may watch a video on presentation skills, then take a course, then seek input from a coach, then make a presentation and reflect upon areas to practice.

Learning Pathway

This is the route a learner chooses when going through a range of (typically) self-paced activities to build knowledge progressively. The activities may be courses, items to read, items to reflect upon, skills to apply, and more.

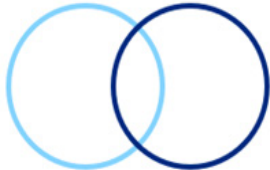
With learning pathways, the control of choice moves away from the L&D department to the learner. Learning is looked at as a complete process rather than a single event.

Example: An employee may read an article and watch a video on presentation skills from the company's curated content channel, then evaluate themselves after they make a presentation using a provided checklist, then seek feedback from a mentor



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leading
instructional
design



proven
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into L&D

Email me at Danielle.Wallace@BeyondtheSky.ca to share other terms that need demystifying.

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