How to better upskill, cross-skill and reskill with CYPHER

The most important workplace skills

Today's workplace is more competitive than ever, no matter the career field. To succeed, every employee needs to develop their cognitive, socio-emotional, technical, and digital skills.

Cognitive skills

These refer to the core skills we use to think, learn, remember, reason, or pay attention. Each of these is responsible for processing information and includes abilities such as problem-solving, imagining, and reasoning. Strong cognitive skills help employees learn quickly, handle complex tasks, and be highly productive with less supervision.

Technical skills

Generally speaking, employers are looking for candidates who have basic technical skills. These can include creating a presentation, composing an email or other types of documents, and using the Internet. These fall under the category of hard skills and often require additional training, depending on the job requirements.

Social-emotional skills

Employees need to be able to show empathy, collaborate, work as a team and communicate effectively. Having these skills allows them to connect easier with people from different backgrounds and be more efficient at their jobs. At the same time, social intelligence refers to the ability to listen, receive feedback, or notice teammates' emotions.

Digital skills

Employees need to have a strong set of digital skills. These requirements are changing all the time to keep up with technological advances. In our digital era, it's important to embrace technology and have an understanding of data security, cloud software, AI technology, and collaborative digital tools, among others.

How trainers promote skills development with CYPHER

CYPHER helps trainers efficiently deliver courses to both remote and on-site employees through its AI-enabled skills development, automation, adaptive learning, and gamification features. The platform automates the skills lifecycle—from creation to mapping and validation—reducing manual effort while aligning learning paths and assessments with relevant skills. By mapping skills at a granular level, identifying gaps, and providing tailored training, CYPHER ensures that employees receive the most effective training to enhance their skills and performance.
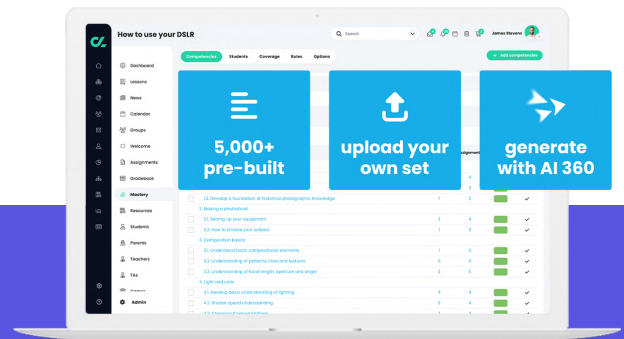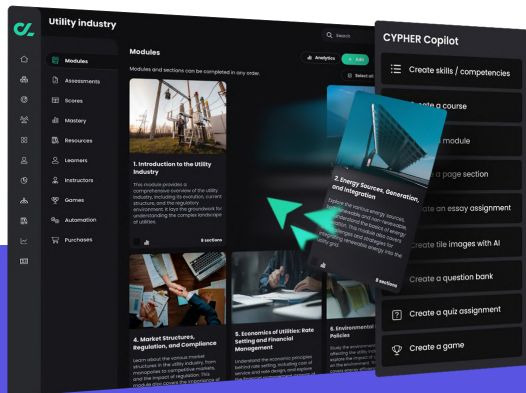
AI-powered course creation

AI 360 with Copilot, CYPHER's AI-powered course creator, accelerates the creation of personalized, competency-based, gamified courses, with assignments and assessments in minutes. This enables trainers to create timely, relevant, and engaging courses while making personalized skills development a reality.

Automatic skills mapping

CYPHER offers flexibility in skills creation and mapping. CYPHER AI 360 can effortlessly create new skills or leverage existing ones, ensuring alignment with content, assessments, and reporting for a seamless learning experience. The extensive CYPHER skills library includes thousands of pre-loaded skills and job roles. You can also upload your own specific skills for a personalized experience.
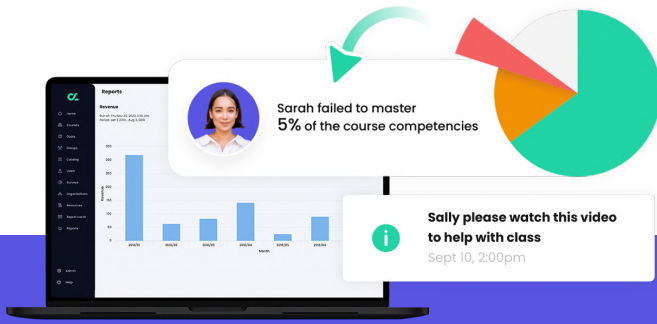
# Real-time analytics to track learner progress

CYPHER's real-time analytics enable organizations to track learner progress, measure skills 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 skills.

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 skill, and you can easily identify areas where learners are doing well or where they need to improve.


Save and share skills as resources

Crafted skills live in the resources library, ready for reuse across multiple courses. These skills can be easily shared among trainers and teams in an expansive enterprise setting. This ensures efficient collaboration and maximizes the impact of well-designed skills across diverse educational and training environments.
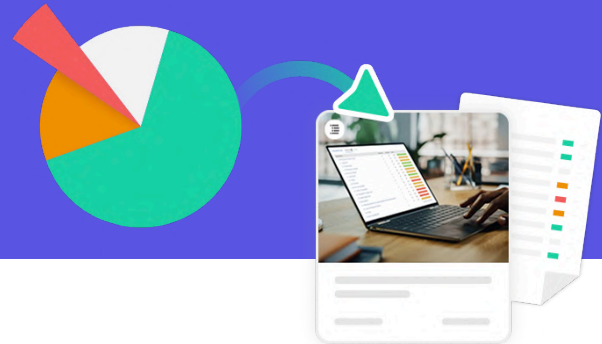
Coverage analysis of skills

The CYPHER platform will automatically identify how well courses cover certain skills, 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 skill is being taught and assessed during training.
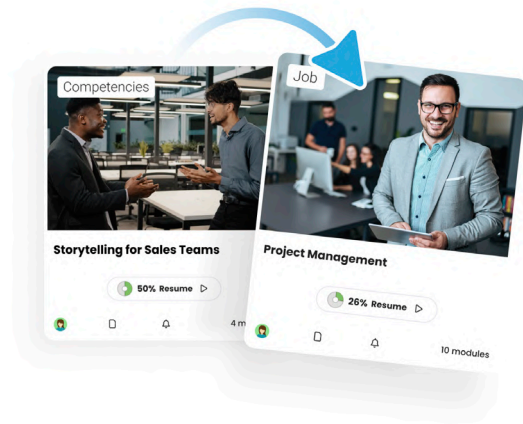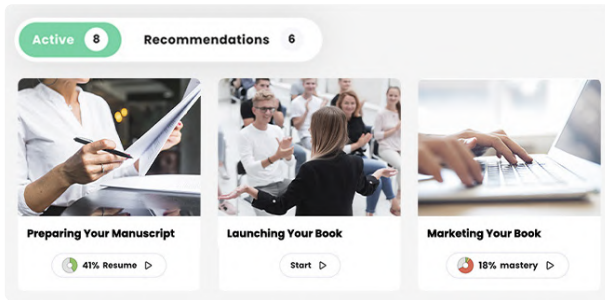
Personalized learning paths and goals

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.
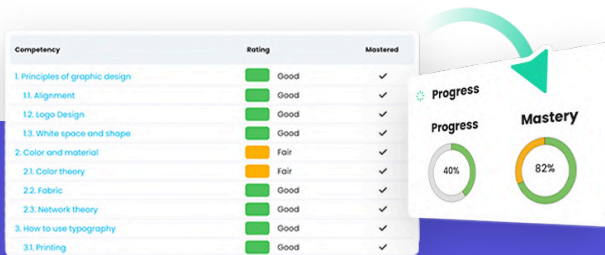
Learner view of mastery

Tracking mastery progress provides learners with a clear understanding of their proficiency levels in various skills, helping them identify strengths and areas for improvement. Learners can strategically focus on enhancing specific skills 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 skills-based learning serves as a valuable tool for learners to shape their professional journey.

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 skills.

When score > 80%

🔓 Show module Marketing pros

⭐ Award 50 points for game

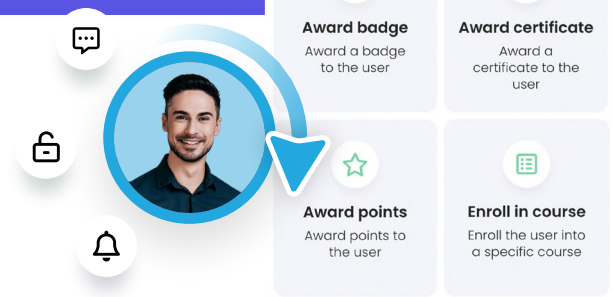✳️ Award certificate

Certificate of completion

PDF

Automation for mastery

When learners reach a certain skill level, automation can trigger actions to reward their achievement. For instance, if a learner scores above 80% on a skill assessment, the platform can automatically unlock an advanced module.

When score <= 40% and > 30%

⭐ Enroll in course Marketing 101

📑 Show section Video tutorial

🔒 Lock module Marketing pros

🪧 Enroll in path Marketing tips

Award badge
Award a badge to the user

Award certificate
Award a certificate to the user

Award points
Award points to the user

Enroll in course
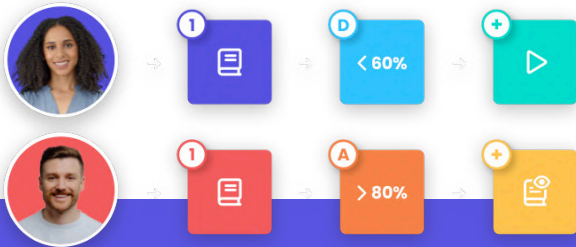Enroll the user into a specific course

Automation can also be used to identify learners who may be struggling to achieve skill in certain areas. For example, if a learner remains at a skill 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.
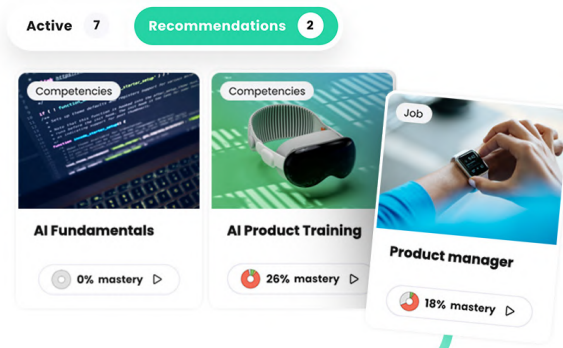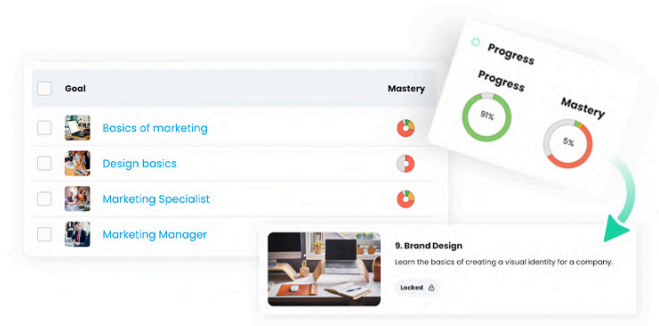
Personalized recommendations

CYPHER offers personalized recommendations for how employees can meet their goals, suggesting courses or groups to enroll in. Based on their course progress and mastery of skills, those goals are constantly updated to keep up with their changing needs. This promotes continuous learning, as the CYPHER platform is constantly recommending more ways employees can improve.

Set training goals

Whether they want to get better at their current job or prepare for future responsibilities, learners can set training goals and watch as CYPHER guides them along the path to mastery. Empowering employees to set their own goals increases training program completion and skill improvement likelihood.
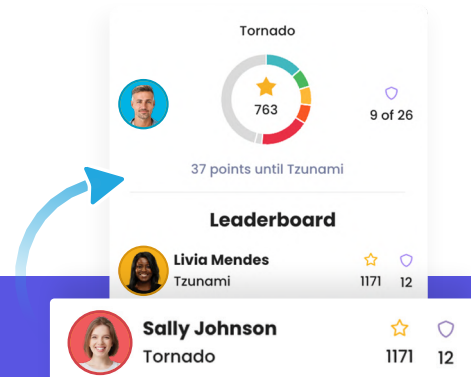
Adaptive learning

The CYPHER platform uses automation rules to dynamically personalize courses based on learners' previous actions. This innovative feature empowers you to craft adaptive learning modules, assignments, and paths that evolve with each learner's proficiency. For instance, if a learner demonstrates mastery in a skill during an early quiz, the CYPHER platform intelligently conceals basic lessons and unveils more advanced content in real-time.
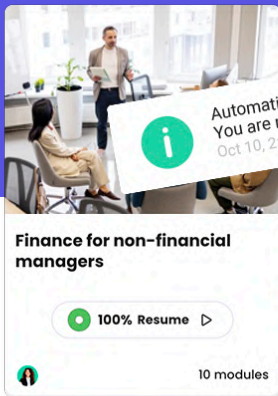
Gamification

CYPHER's AI-enabled gamification elevates learner engagement with motivational elements, awards, and competition. Employ leaderboards, periodic leveling, and gamified elements within courses and learning paths. Enable accumulation of individual, group, and site-wide points and badges contingent upon participation, scores, and more. Gamification adds fun and engaging elements as learners complete their courses.
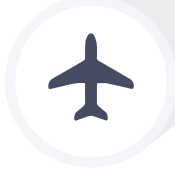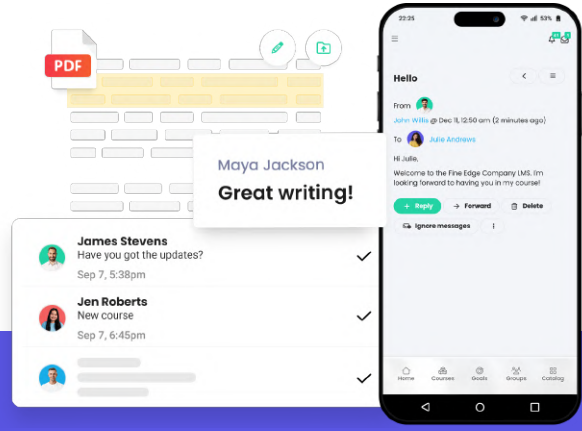
Offline learning

This feature gives learners the freedom to complete their training modules anywhere, at any given time, even without Wi-Fi! There are certain situations or areas where learners can't access the Internet, but they can make sure to download the learning content beforehand and experience an uninterrupted learning process.

Instant feedback

It's always good to know whether or not you're on the right track in the training process, and making progress in the right direction. With CYPHER, trainers can provide instant feedback to learners. Instead of waiting for an answer, your learners can see results right away.
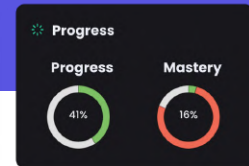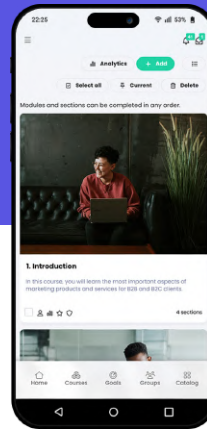
Compliance

CYPHER offers robust compliance features, enabling trainers to set compliance periods, automatically remind learners to renew their compliance or re-enroll them, and ensure employees take required courses regularly. Instructors can also generate compliance reports with valuable completion information. Learners see a compliance course widget on their dashboards, reminding and motivating them to complete courses.

## Mobile learning

Mobile learning allows users to go through the courses at their own pace, using their preferred devices: their smartphones. Since employees already spend a large amount of time on their phones, why not use that opportunity to provide training materials? Some benefits include increased productivity and engaging in a familiar learning environment, no matter the type of device.

How CYPHER boosts skills development

Skills development enables your employees to identify knowledge gaps and achieve their learning goals. With CYPHER, you can boost employees' confidence in their skills and make sure they stick with your company.
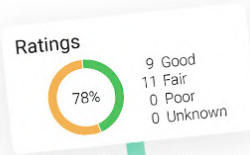
Flexible training

No matter how effective traditional training programs are, they are a thing of the past. Online training supports consistency and motivation. Employees enjoy new roles and challenges but they require innovative learning platforms that offer the flexibility to learn whenever it's most convenient for them. Flexible training also means that employees have the opportunity to skip content they're already familiar with, and retake certain modules to deepen their knowledge if they deem necessary.

Great for new hires

When training new personnel, there is a lot of information that keeps repeating. Over time, onboarding new hires can become less rewarding for trainers, especially if they are delivering the same program in a conference room. The face-to-face onboarding sessions can be replaced by quick and effective online courses that employees can take at their own pace. Any questions can be addressed via the LMS communication tools or face-to-face.

Personalized recommendations

Employees expect to be able to take courses that fit their needs and interests. Whether these are recommended courses to take or groups to enroll in and chat with like-minded individuals, their training experience will be improved. Personalized recommendations make learners more interested in the learning materials, which brings better outcomes.

Lifelong, continuous learning

Employees appreciate companies that invest in continuous training. It shows them that their careers are important and they matter as individuals. CYPHER makes it easy to integrate training into employees' daily routines without getting in the way of their productivity. For example, learners get access to micro courses such as short videos that they can watch even when they are busy.

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 hundreds of millions 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.

www.cypherlearning.com