Using Microlearning to Scale Learning to the Enterprise

Bryony McIndoe, Product Manager,
Qstream

atd Association for Talent Development

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In-Person Learning is Temporarily Suspended.

Challenges of Scaling Learning to the Enterprise:

- Difficult to reach every employee with great, personalized content at the right time and make content stick
- eLearning systems and LMS can't deliver content quickly to large audiences and get them involved right away
- Inexperience with learning technology rollouts to thousands of employees
- Driving adoption to create and maintain high learner engagement
- Lack of meaningful analytics for insights on people's knowledge
- Limited resources for building scalable L&D programs (time, budget, L&D staff, enabling technology)

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Why Enterprise Learning is Important

Digital learning is evolving (even more because teams are primarily remote)

Need for a learner-centric experience for better engagement and performance improvement

Ensure the workforce has the right skills

Skills requirements change fast → content needs to be accommodated → people need quicker access to learn it

Stay competitive and meet critical business goals & requirements

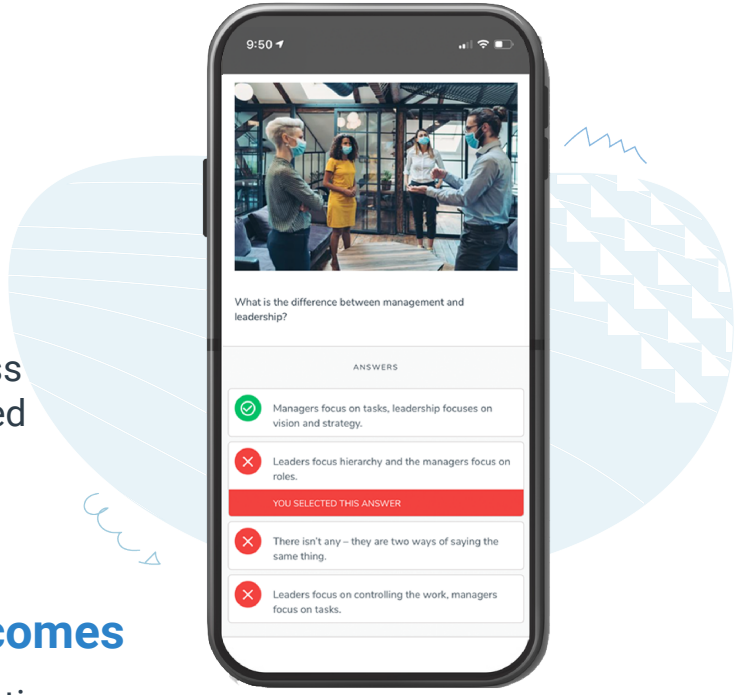
Qstream Creates Better Learning Experiences for the Enterprise

Mobile Learning

- Scales learning across departments and remote teams
- Easily fits into busy schedules and makes learning accessible

Learning Alignment

- Align learning with organizational goals
- Consistent content delivered across the organization with a personalized learning experience



Engaging Experience

- Job specific scenario-based learning
- Leaderboards and gamification

Data-Driven Analytics → Outcomes

- Performance and proficiency analytics
- Identify knowledge and skill gaps (in real-time)
- Data points on individual's knowledge for targeted performance support

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Large Healthcare Provider Uses Qstream to Deliver Annual Compliance

Problem		Qstream's Solution
Existing training methods weren't' engaging enough		Increased learner engagement and satisfaction with compliance training
Available data wasn't proving people are complaint		Shows real-time data on people's proficiency levels and improves it over time
The cost of delivering yearly compliance through ILT and a LMS was too expensive		A low cost technology that's easy to implement and deploy learning to large audiences with the results/outcomes to support it

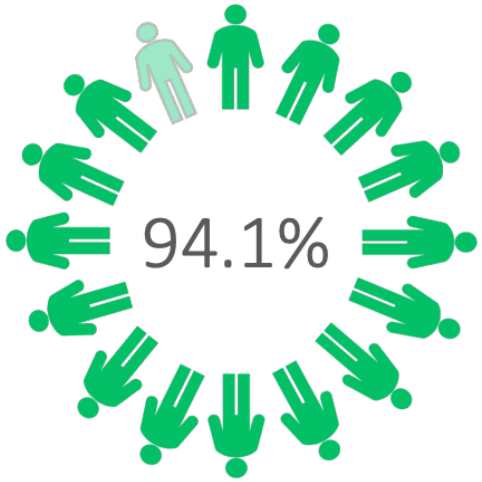
Qstream Results for Enterprise Learning

Unique Participants Enrolled
99,700

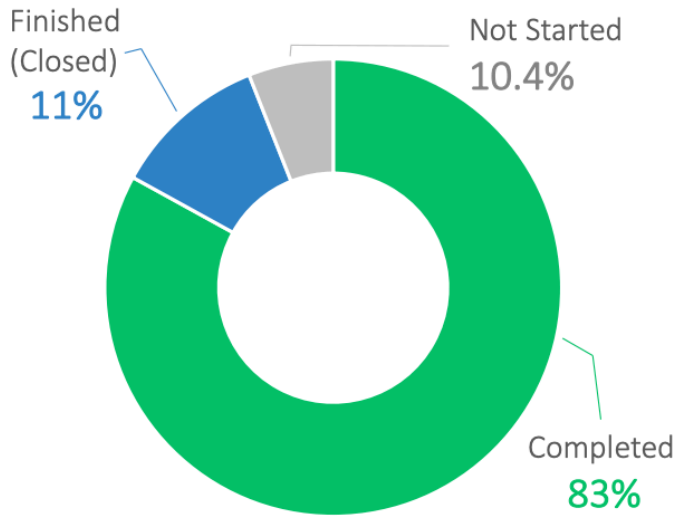
Total Qstreams
10

Total Question Attempts
4,940,922

ENGAGEMENT STATUS



COMPLETION STATUS



PROFICIENCY INCREASE

7.1%

92.0%
Avg. Initial

98.6%
Avg. Final

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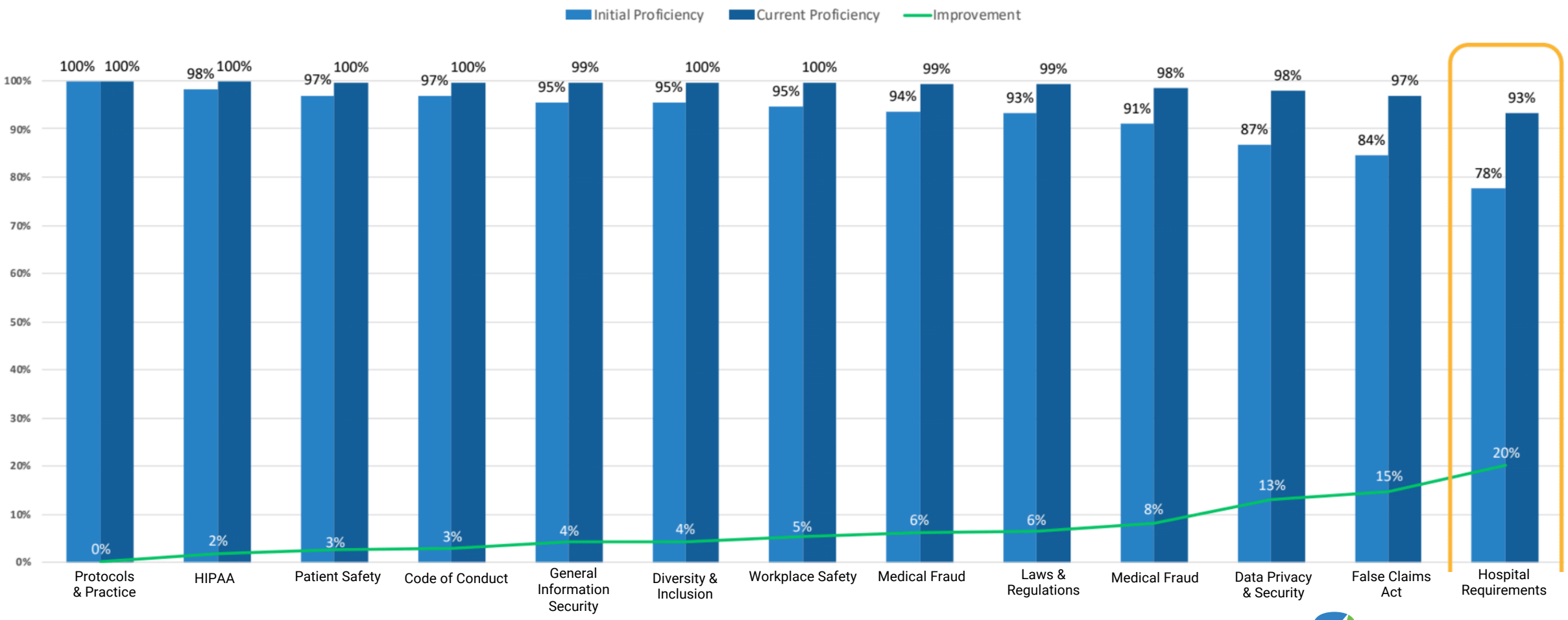
Qstream Analytics for Enterprise Learning



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