#1 Unified Platform Where TMS, LMS, and LXP Meet.

SimpliTrain is an easy-to-integrate platform that offers a singular hub for organizing, executing, and tracking all your training initiatives in one place.
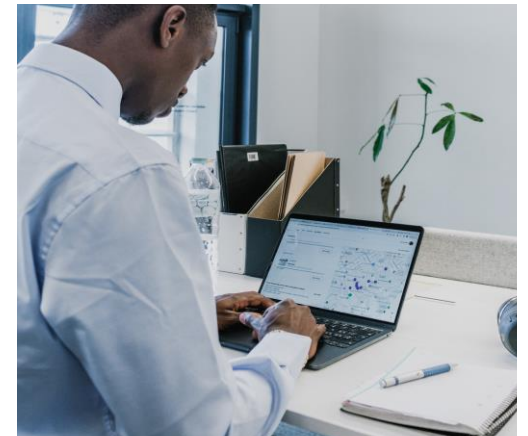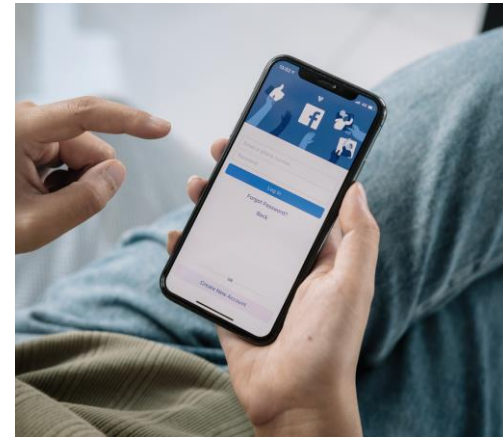
Our Training Suite

Co-Brands

From course management to AI-driven assessment creation, SimpliTrain provides all the tools and functionalities needed to deliver impactful training programs with ease and efficiency.
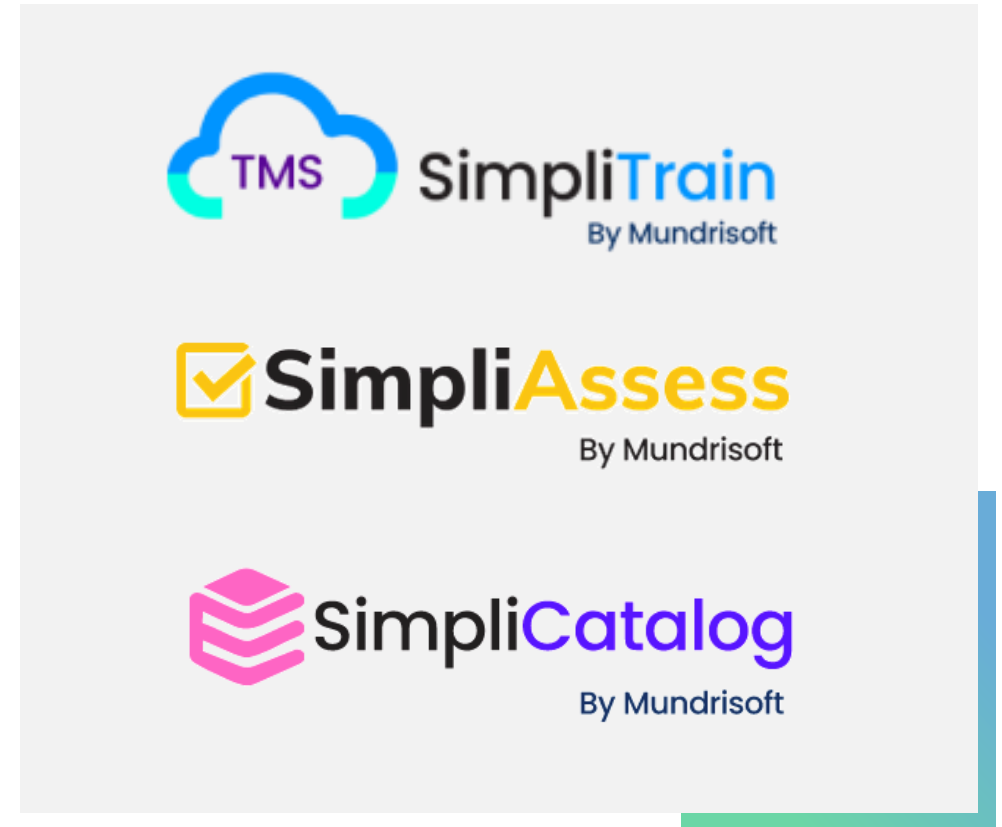
What sets us apart

Platforms Built with a Focus On

Unmatched Customization

Our platforms are designed to provide bespoke solutions that precisely meet every customers specific needs.

Faster Go-To-Market

Our platform is built on an accelerator framework, enabling the rapid creation and deployment of custom solutions tailored to your requirements.

Best of both Buy & Build

Harness the benefits of both buying and building your own platform, delivering a solution that seamlessly balances cost efficiency and customization.

Convenience of SaaS

Benefit from tailor-made customizations, combining the flexibility of SaaS with the precision of bespoke development.

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Our Journey

Transforming Skills Training and Knowledge Management

1 - Collaboration with Small to Large Enterprises

- Solved multi-location, multi-language, multi-format content access challenges.

2 - Support for Entrepreneurs

- Transformed innovative ideas into MVP solutions.
- Scaled MVPs to high-quality products for global clients.

3 - Simplified IT Training

- Developed an intuitive training ecosystem to ensure training to be user-friendly and adoptable.

4 - Leveraging EdTech & LearnTech Learnings

- Integrated insights into our platforms.
- Accelerated client adoption of feature-rich, user-friendly customized solutions.

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Here's why working together is crucial

Collaboration
is a
Strategic
Imperative

Diverse Expertise

Continuous Improvement

Resource Optimization

Benefits of COLLABORATION

Build Holistic Solutions

Modern Tools and Technologies like AI

Easy Integration

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Today's Agenda

Webinar Objectives

1 - Challenges Facing Training Organizations

- Top Ten Challenges for Skills Training. The "Skills Crisis" is real and here today

2 - Evolution of Training Technologies

- Traditional vs. Modern approaches to skills assessment and development in the age of AI

3 - Advanced Assessment Tools

- Comprehensive Learner Profile Creation
- Emotional intelligence (EQ) Assessments
- Language Proficiency and Communication Skills Evaluation

4 - AI-Powered Training Solutions

- AI in Professional Development
- Leveraging Machine Learning
- Virtual Coaches and Assistants

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Everyone is talking about the **Skills Crisis**

Number of Workers Needed

➤ "By 2030, 85 million jobs could go unfilled because there aren't enough skilled people to take them." *Korn Ferry*

➤ "As of 2024, US labor shortage is **70%, five percentage points below the global average**, meaning that 7 in 10 employers were unable to find suitable employees." *American Action Forum*

➤ **75% of employers are struggling to fill job vacancies** – that's the second-highest figure on record since 2006 and has doubled since 2015 (**38%**). *Manpower Group*

Skills Gap in Organizations

➤ " **87% of companies** surveyed claimed they currently **had skill gaps** or would have them within the **next two years**." *McKinsey*

➤ "**58% of the workforce needed new skills** to get their jobs done." *Gartner*

➤ "Most **skill gaps were in the technological and manufacturing industries**, where employers had difficulty hiring employees with the relevant skills." *TCGlobal*

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Skills Crisis by the Numbers

UPSKILLING & RESKILLING

9 IN 10 HR LEADERS believe that up to **50% of their workforce will need new skills** to perform their jobs in the next 5 years.

Yet,

45% admit to having no plans to undertake a workforce transformation initiative

7% say they are actively investing in reskilling programs

25% of employees say they have not been offered training opportunities

54% Baby Boomers are less likely than other generations to say they've been offered opportunities to upskill or reskill and only half (54%) have participated in training

34% of the workforce have doubts about how their skills will adapt to changes that may arise from new technology or automation

Top Ten Challenges: Skills Training

1. Measurement and Quantification
2. Personalization at Scale
3. Relevance and Application
4. Engagement and Retention
5. Remote and Hybrid Workplace
6. Cultural Sensitivity and Global Applicability
7. Technology Integration
8. Continuous Learning and Reinforcement
9. Demonstrating Value to Stakeholders
10. Trainer Expertise and Development

Population Cliff is Coming

America's Future 18-Year-Old Population

2017 US Census Forecast

2023 US Census Forecast "High Immigration"

2023 US Census Forecast
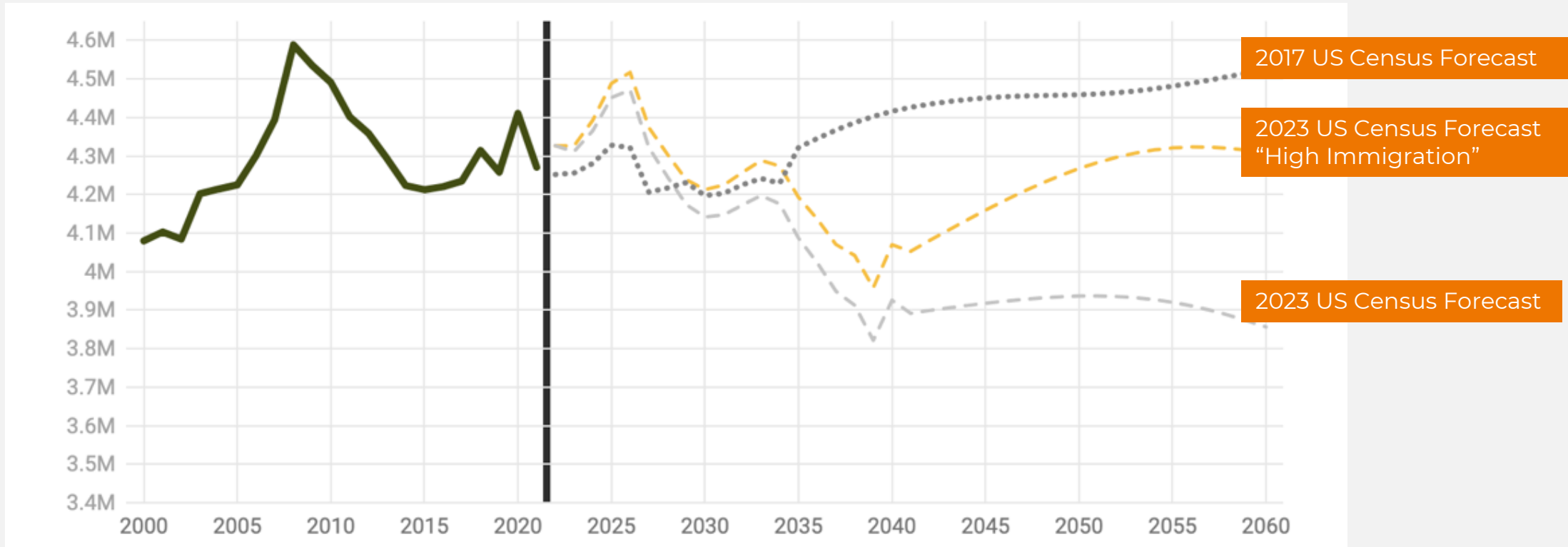
Source: U.S. Census data

# Evolution of **Training Technologies**

Traditional Approaches

- One-size-fits-all
- Classroom-based, lecture-style
- Static, text-heavy materials
- Standardized assessments
- Periodic, scheduled training events
- Limited and delayed feedback

Modern Approaches

- Personalized learning paths
- Blended learning
- Interactive, multimedia content
- Continuous, adaptive assessments
- Microlearning and just-in-time
- Real-time feedback
- Performance tracking
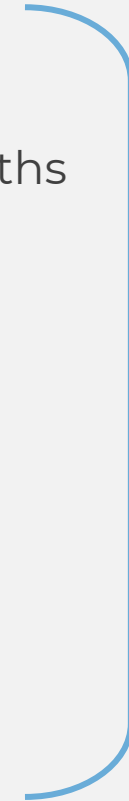
Key Differences

- Flexibility
- Interactivity
- Personalization
- Immediacy

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Impact of Data on Training

Factors Driving This Trend:
- Advancements in data collection and analysis technologies
- Pressure to demonstrate ROI on training investments
- Recognition of the value of personalized learning experiences

Benefits of Data-Driven Approaches:
- More targeted and effective training interventions
- Improved learner engagement and outcomes
- Better alignment of training initiatives with organizational goals
- Increased ability to demonstrate ROI on training investments
- Continuous improvement of training programs

Challenges to Consider:
- Data privacy and ethical use of learner information
- Overcoming resistance to data-driven approaches
- Integrating data from multiple systems
- Balancing data-driven insights with human expertise

Examples:

- Comprehensive Learner Profiles
- Predictive Analytics
- Adaptive Learning Systems
- Performance Optimization
- Resource Allocation
- Measurement and Reporting

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Corporate Training **Environment**

AI is impacting the Corporate Training Ecosystem on Every Level

Personalization & Skills		Learning Experience Platform (LXP)
		Learning Management System (LMS)

Content & Programs	Content Library	Content Development Tools	Immersive Learning

Data & Analytics	Learning Record Store

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LMS Transforming to **LXP**
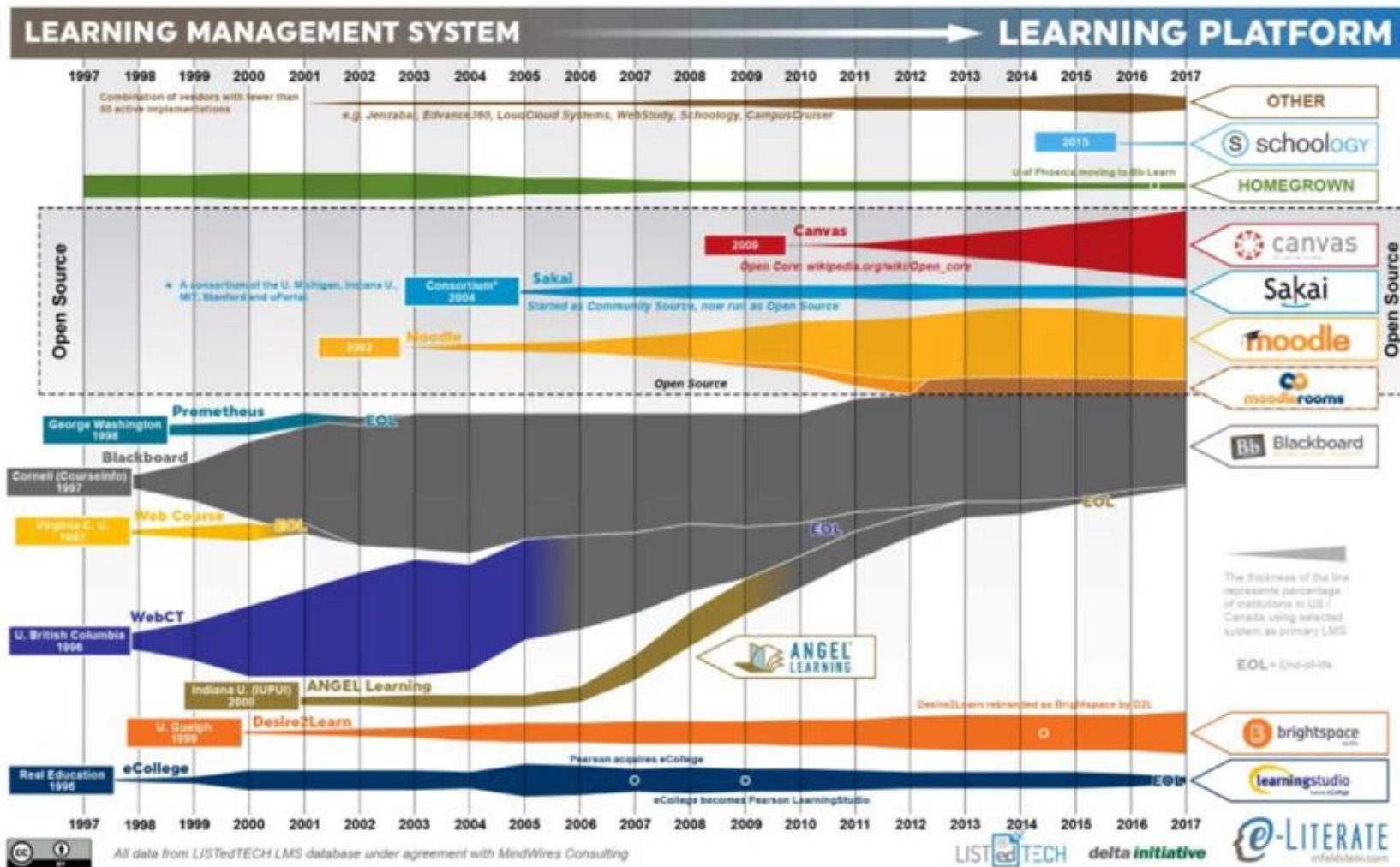
Source: e-Literate

Five Domains of LXPs:

- Interoperability
- Personalization
- Analytics /Advising
- Assessment
- Accessibility

Key Generative **AI Disruptions in Training**

	Current State		**Generative AI**
Content Consumption	Specialized skills required to consume data and knowledge	▶	Information accessed in natural language and presented in a compelling way.
Content Generation	AI used for predictive analytics, automating tasks, classification and prediction	▶	AI used for generating many artifacts (such as text, images, code, video, audio & data).
Technology Creation	Concentrated in a few specialized resources	▶	• Accelerated technology creation. • Sophisticated technology can be built by nontechnologists.

Examples of **Advanced Assessment Tools**

Comprehensive Learner Profile Creation

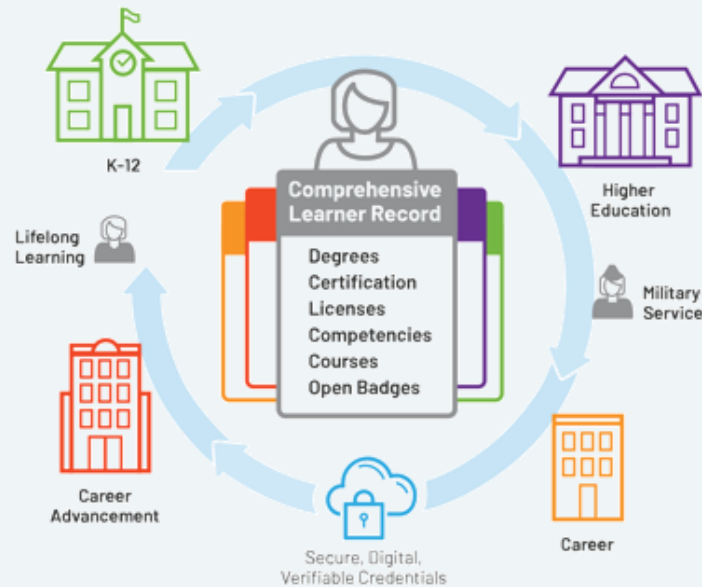Emotional Intelligence (EQ) Assessments

Language Proficiency and Communications Skills Evaluation

AI-Generated **Learner Profiles**

Five Trends Shaping the Future of Work

1 NEW BEHAVIORS
Shaped by social media and the web

2 TECHNOLOGIES
Shift to the cloud
Collaborative technologies
Big Data
The Internet of Things

3 THE MILLENIAL WORKFORCE
New attitudes, expectations and ways of working

4 MOBILITY
Work anytime, anywhere and on any device

5 GLOBALIZATION
No boundaries

Lifelong Feed of Learner Experience

K-12

Higher Education

Lifelong Learning

Comprehensive Learner Record
Degrees
Certification
Licenses
Competencies
Courses
Open Badges

Military Service

Career Advancement

Career

Secure, Digital, Verifiable Credentials

Real-time Learner Profile And Assessments

- Critical Thinking
- Analytical Thinking
- Communications
- Social Awareness & Responsibility
- Creativity & Innovation
- Leadership & Collaboration

Comprehensive **Learner Profile Creation**

Holistic representations of an individual's skills, knowledge, learning preferences, and performance that serves as a foundation for personalized training and development

1 - Key Components

- Cognitive abilities

- Personality traits

- Learning style preferences

- Prior knowledge and Experience

- Career aspirations and goals
- Performance history

2 - Tools and Technologies

- Multi-dimensional assessments

- AI-driven analysis of past performance data

- Natural language processing

- Continuous data collection

3 - Benefits

- Enables highly personalized learning paths

- Provides a baseline for measuring skill development

- Helps identify strengths and areas for improvement

- Facilitates better matching of employees

Case Study: Leadership Training Company

Case Study

Situation:

A leading professional and personal leadership training provider recognized the need to modernize their approach to leadership development.

Key Solution Components:

- AI-Powered Assessment

- Personalized Learning Paths

- Virtual Leadership Scenarios

- Continuous Feedback Loop

Results:

- **30%** improvement in leadership effectiveness scores within 6 months

- **25%** increase in employee engagement in teams led by program graduates

- **20%** reduction in time-to-proficiency for new leaders

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Emotional Intelligence (EQ) Assessments

EQ assessments measure an individual's ability to recognize, understand, and manage their own emotions, as well as to influence the emotions of others.

1 - Key Areas of Assessment

- Self-awareness

- Self-regulation

- Motivation

- Empathy

- Social skills

2 - Assessment Methods

- Self-report questionnaires

- Ability-based tests

- 360-degree feedback

- Situational judgment tests

- AI-powered analysis

3 - Benefits

- Identifies areas for improvement

- Develops more effective leaders and team members

- Assists with conflict resolution

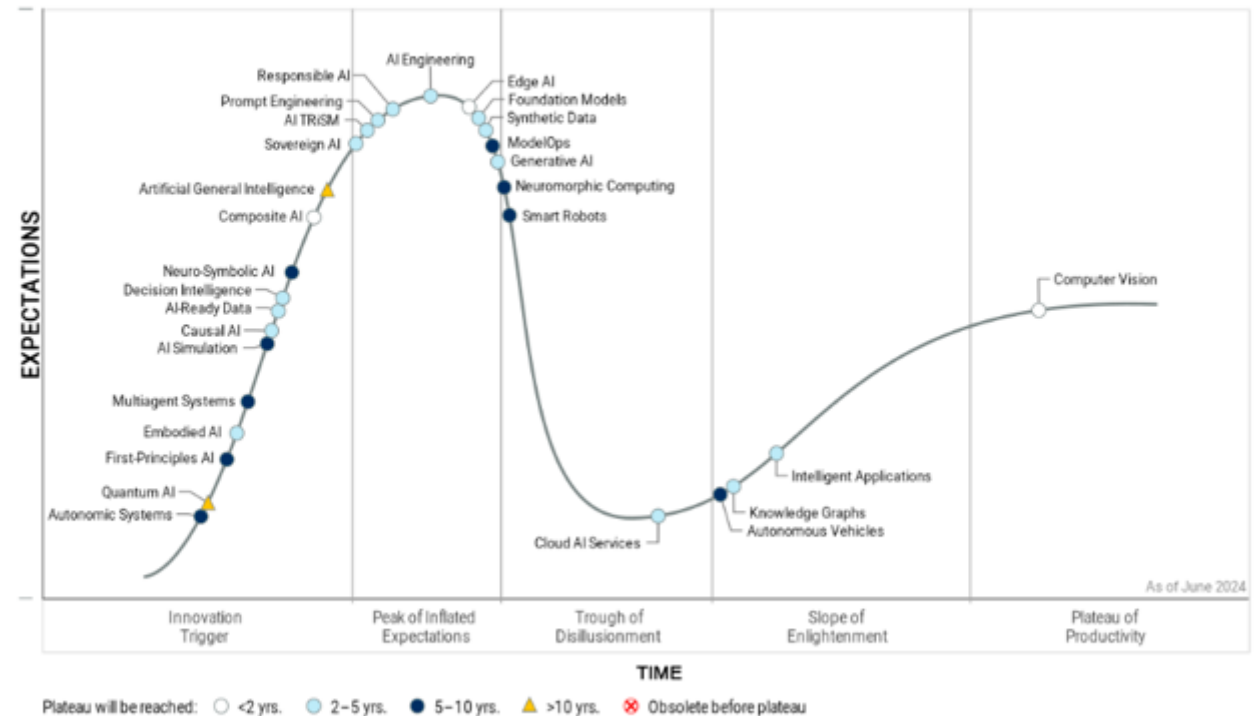- Enhances overall workplace communication and collaboration

Proliferation of **EQ Tools**

Examples:

- EQ-i 2.0 (with AI-enhanced analysis)
- Cognito
- HireVue's AI-driven assessments
- Humantic AI
- Humu
- HeyMilo
- Receptiviti
- Retorio
- Affectiva
- MSCEIT
- Emotion AI
- Crystal
- DeepSense
- Bunch.ai

Figure 1: Hype Cycle for Artificial Intelligence, 2024

Language Proficiency and Communication Skills Evaluation

These assessments measure an individual's ability to communicate in specific languages and contexts effectively.

1 - Areas of Assessment

- Language proficiency
- Professional communication skills
- Cross-cultural communication competence
- Non-verbal communication

2 - Assessment Tools and Technologies

- Standardized language tests
- AI-powered language assessment platforms
- Automated speech recognition
- Virtual reality simulations
- Automated writing evaluation tools
- Video-based assessments
- Peer evaluation and feedback

3 - Advanced Features

- Real-time feedback
- Sentiment analysis
- Automated scoring of free-form responses
- Adaptive testing based on performance

4 - Benefits

- Provides objective measurement of language skills
- Identifies specific areas for improvement
- Enables tailored programs for language
- Supports global workforce development

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Case Study: Language Training Company

Case Study

Background:

Specializing in language training, the company developed a cutting-edge platform to provide highly personalized language learning experiences.

Key Solution Components:

- Adaptive Language Assessment

- Personalized Curriculum

- AI-Language Partner

- Progress Tracking and Reporting

Results:

- **40%** faster language acquisition compared to traditional methods

- **35%** increase in learner engagement and completion rates

- **90%** of users reporting improved confidence in professional communication

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Case Study: AI-Powered Skills Training

Case Study

Background:

A business training company developed a comprehensive system to assess, develop, and reinforce soft skills crucial for professional success.

Key Solution Components:

- Multi-dimensional Soft Skills Assessment

- Personalized Development Plans

- Virtual Reality (VR) Practice Scenarios

- AI Coaching Assistant

- Continuous Assessment and Refinement

Results:

- **45%** improvement in overall soft skills scores within 3 months

- **50%** increase in successful conflict resolutions reported by participants

- **30%** enhancement in team collaboration effectiveness as rated by managers

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AI-Powered Trends

Changing the Landscape of Professional Development

Current Applications:

- Adaptive learning platforms

- Automated content creation and curation

- Intelligent tutoring systems

- Predictive analytics for skills gaps and training needs

- Natural language processing for communication skills assessment

- Virtual reality and augmented reality training simulations

Emerging Trends:

- Integration of AI with blockchain for secure, verifiable skill credentials

- Use of generative AI for creating customized training content

- AI-driven career pathing and skill development recommendations

- Emotion AI to assess and develop emotional intelligence

- Multimodal AI systems that can process and respond to text, voice, and visual inputs

Challenges:

- Ensuring AI systems are unbiased and Ethical

- Balancing AI-driven and human-led instruction

- Managing data privacy and security concerns

- Keeping AI systems updated with the latest industry knowledge

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COGNITIVE BIAS CODEX

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Q & A »