



# Uncovering the Technology Challenges of moving toward a Modern, Total Learning Architecture-Centric Ecosystem

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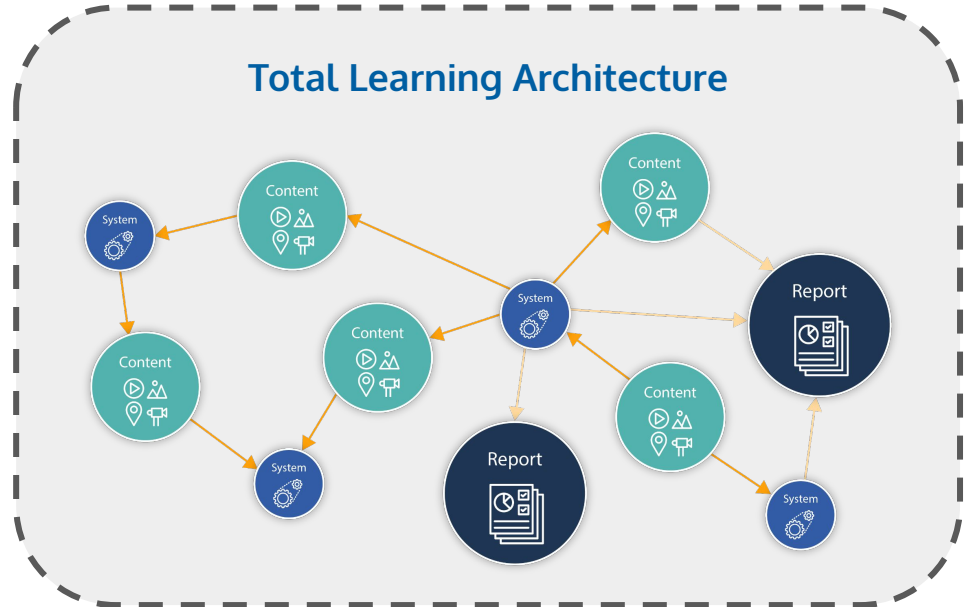
# What we will be covering in today's activity

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- The complexities of a modern learning ecosystem.
- Overview of the Total Learning Architecture (TLA) model.
- Requirements for moving towards a TLA-centric approach and identifying which standards to use.
- Small group workshops to dive deeper into real life use cases.
- Knowledge sharing, group findings, and how to take this back to your organization.

# A maturing learning ecosystem

*“On average, organizations use 25 different learning technologies.\* ”*



# What is the Total Learning Architecture (TLA)?

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*“A set of technical specifications, standards, and policy guidance that define a uniform approach for integrating current and emerging learning technologies into a learning services ecosystem. Within this ecosystem, multiple services and learning opportunities (of various modalities and points of delivery) can be managed in an integrated, interoperable “plug and play” environment.”*

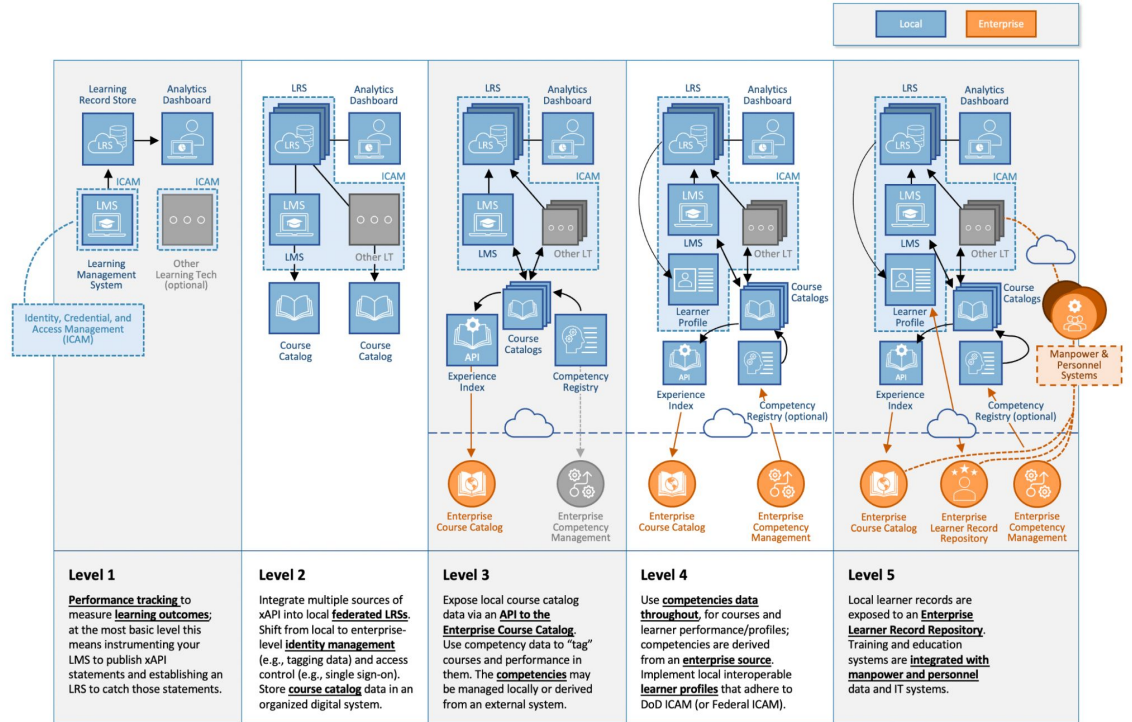
# Moving toward the TLA: Supporting the Continuum of Learning

- Formal education and training, just-in-time support, and informal learning are integrated.
- Holistic approach to education, training, and talent management.
- Disparate learning technologies and methods are interoperable within a cohesive ecosystem.
- Learning adapts to individual and team needs, contexts, and characteristics.
- Learner data from across many sources are aggregated and analyzed to drive decisions.
- Modular education and training can be delivered at the point of need.

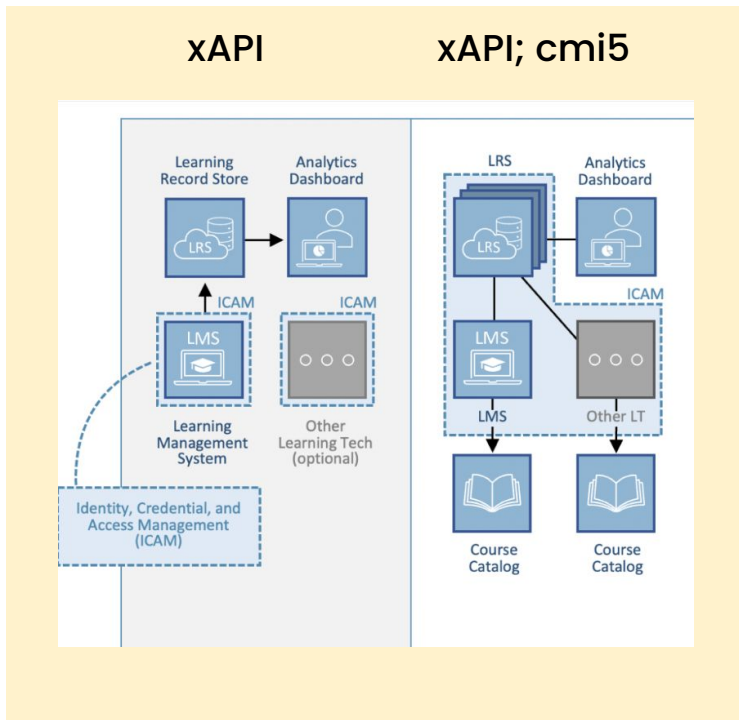
# TLA Maturity Levels

## Level 5- the ultimate goal

Enterprise learner records are tied to Human Resource, Talent Management, or other Personnel systems to drive career management, workforce planning, and mission readiness.



# Getting started: Instrumenting for the TLA



## Level 1 – Capturing the data

- xAPI enabled learning activities
- Learner performance is stored within a centralized Learner Record Store (LRS)

## Level 2 – Making sense of the data

- Aggregation and analysis of learning data at the enterprise level. (**xAPI Profiles; cmi5**)
- May include numerous LRS solutions that are connected to any number of learning activities.

# Where do the standards fit into the TLA?

Activity Type	LMS	Mobile Apps	Serious Games	Simulations
Learner Access	LMS	Custom Learning Portal	Activities	
Types of Data	Big 4	Simple Interactions	In-Depth Interactions	Arbitrary Data
Which Standard?	SCORM	cmi5	xAPI	



# Thinking it through: Practical applications

What? Activity type	How/When/Where? Learner Access	What did the learner do? Data Capture	Where does it need to go? Analytics

# Break out time!

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Small group activity to workshop current ecosystems and how to start moving closer to TLA maturity

# Thinking it through: Practical applications

What? Activity type	How/When/Where? Learner Access	What did the learner do? Data Capture	Where does it need to go? Analytics

# Thinking it through: Common scenarios

What? Activity type	How/When/Where? Learner Access	What did the learner do? Data Capture	Where does it need to go? Analytics
elearning course e.g. CPR 101	LMS assignment	completion/satisfaction; score;time	LMS->Data store
Simulation Resusci Annie	Instructor led	Detailed actions	LMS->Data store

# Activity: Information learners consume

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<b>Who to ask:</b>	<b>Source/Vendor</b> (Authoring tool, COTS, etc.)	<b>Standard/Output</b> (SCORM 1.2)	<b>System</b> (LMS it plays in)
<input type="checkbox"/> Instructional designers			
<input type="checkbox"/> Training department			
<input type="checkbox"/> LMS administrators			
<input type="checkbox"/> Content developers			
<input type="checkbox"/> Program manager			

# Systems: Where learners go to find information

<b>Who to ask:</b>	<b>System</b> (LMS, LXP, HCMS, Mobile Apps)	<b>Standard</b> (SCORM 2004 3rd Edition)	<b>Output</b> (Report types)
<input type="checkbox"/> Program manager			
<input type="checkbox"/> Training department			
<input type="checkbox"/> LMS administrators			
<input type="checkbox"/> IT			
<input type="checkbox"/> Systems administrator			

# Reporting: Tools to collect and analyze data

<b>Who to ask:</b>	<b>Type/Vendor</b> (LRS, LAP, BI tool)	<b>Standard</b> (API, xAPI)	<b>Output</b> (API, CSV)
<input type="checkbox"/> IT			
<input type="checkbox"/> Stakeholder			
<input type="checkbox"/> Training department			
<input type="checkbox"/> Analyst			

# Summary of group discussions

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Activity Types	Systems/Access Points	Data Collected	Reporting



# Resources

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Scan QR code to access the slides and activity sheet handouts

**Questions? Ask us anything!**

**Learn more:** [rusticisoftware.com](http://rusticisoftware.com) | [scorm.com](http://scorm.com) | [xapi.com](http://xapi.com)

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