

Research Project JILL

Just In time Learning pills for agile Learning environment at work

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The research project JILL is a market-oriented R&D project which will prototype a software system for agile learning work environment. It integrates in a novel way learning with content and competency management. JILL builds on Learning Objects (self-contained, metadata tagged, reusable elearning units) and it uses MicroLearning approach (learning with small units and many repetitions) to successfully integrate small learning steps into the everyday work flow of employees just-in-time and right at their working desks. JILL will make learning at work personalized, context-aware and “just in time”.

JILL addresses the failure of coherence of existing systems and the deficit to integrate daily employees' activities with their learning process. It aims to offer a proactive, context-aware and adaptable way by providing relevant, ad-hoc learning opportunities. JILL will thus enable proactive, just-in-time delivery of eLearning content (LPs), user-adaptation, semi-automatic generation and improvement of LPs, and integrity of long-term learning paths of a user adjusted to the performed work.

Plugging into any Business Process Management (BPM) system in a customer organization will allow JILL to integrate with user workflow and provide learning content just-in-time and proactively. JILL will offer suitable LOs (Learning Objects) to the user running a particular business process. User adaptation will be achieved by a pre-assessment to determine the level of existing knowledge, keeping record of past interactions between the user and the JILL platform (learning success algorithm), analysis of individual and peers' usage statistics and gathering user feedback. Machine learning will be applied to improve the selection and provision of LPs.

JILL will include a built in assessment module to track learning progress of users so that the just-in-time provision of LPs can be personalized and structured as a learning path. This will be handled by the Smart Client which, based on provided key words, will serve Learning Cards (MicroLearning Objects) consisting of questions and answers.

JILL results target the SMEs and Public Administration (PA) markets. JILL seizes the identified market opportunity for an easy to install, operate and maintain eLearning corporate solution that assists SMEs and PA units to manage their heterogeneous knowledge resources by the means of a highly usable system integrated with its critical IT tools and business processes.

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