

DWX · A FIRST DIGITAL RANGE

Proactive. Dynamic. Real-time. Agentic learning intelligence.



Adaptive learning (LMS) CATEGORY	Microsoft 365 + Azure OpenAI (GPT-4o) BUILT ON	Stays in your tenant DATA RESIDENCY	• Proactive • Real-time • Dynamic • Agentic learning intelligence
---	---	--	---

DWX · ADAPTIVE LEARNING (LMS)

LearnIQ

Generic training wastes time, skill gaps stay invisible until annual reviews, and certifications expire without warning. LearnIQ is an adaptive learning platform built natively on Microsoft 365 and Teams, with six Azure OpenAI engines that tailor content per learner, predict skill gaps before they bite, and keep certifications current. Learner data never leaves your tenant, and there are no per-seat fees.

- 01

THE PROBLEM
 Employees receive generic, role-irrelevant training that wastes their time. Skill gaps stay invisible until the annual review, certifications lapse without proactive alerts and create compliance exposure, and learning data lives in uncontrolled third-party systems. As the workforce grows, per-seat licensing fees grow with it.
- 02

WHAT IT DELIVERS

✓ 80% — Higher course completion rates

✓ 50% — Faster skill-gap identification

✓ 3x — Faster onboarding

✓ 40% — Less time on training administration

DWX · A FIRST DIGITAL RANGE

Proactive. Dynamic. Real-time. Agentic learning intelligence.



Adaptive learning (LMS) CATEGORY	Microsoft 365 + Azure OpenAI (GPT-4o) BUILT ON	Stays in your tenant DATA RESIDENCY	• Proactive • Real-time • Dynamic • Agentic learning intelligence
---	---	--	---

03 SIX AI ENGINES

Each engine works proactively and in real time, built on Azure OpenAI (GPT-4o).

- 01 Adaptive Learning Engine**
Adjusts content difficulty based on how the learner is performing.
- 02 Skill Gap Predictor**
Identifies emerging gaps before they affect delivery.
- 03 Smart Course Recommender**
Suggests courses by role and goal, with an explanation of why.
- 04 Learning Path Optimiser**
Reorders content for retention using forgetting-curve analysis.
- 05 Content Effectiveness Analyser**
Shows which content drives real skill improvement, not just completion.
- 06 Certification Risk Monitor**
Sends proactive expiry alerts and suggests renewal paths.

04 WHAT IT DOES

- ✓ Drag-and-drop course builder with modules, lessons and assessments
- ✓ Skill-gap analysis and competency mapping with visual frameworks
- ✓ Classroom and virtual training scheduling via Teams
- ✓ Real-time learning analytics dashboards
- ✓ Integration with DWx PerformanceIQ, learning feeds performance reviews
- ✓ Personalised learning paths per employee
- ✓ Certification tracking with automated expiry alerts
- ✓ SCORM / xAPI content import and delivery
- ✓ Manager-assigned mandatory training with escalation

DWX · A FIRST DIGITAL RANGE

Proactive. Dynamic. Real-time. Agentic learning intelligence.

DW

DWx · First Digital

Adaptive learning (LMS) CATEGORY	Microsoft 365 + Azure OpenAI (GPT-4o) BUILT ON	Stays in your tenant DATA RESIDENCY	- Proactive - Dynamic - Real-time - Agentic learning intelligence
---	---	--	--

05

WHO IT IS FOR

L&D Managers

Strategic learning insight, content effectiveness and compliance dashboards.

Employees

Personalised, relevant, adaptive learning aligned to their role.

HR Directors

Compliance assurance and skill-gap visibility across the organisation.

06

HOW YOU GET STARTED

01 Discovery

A commitment-free call to map your process and compliance needs against the platform.

02 Deploy

We deploy the SharePoint Framework solution into your tenant and configure the Azure OpenAI engines. Nothing leaves your environment.

03 Run

Your teams work in the tools they already use. The agentic engines run proactively from day one; humans approve every consequential decision.

07

SUMMARY & BENEFITS

- ✓ An integrated HR ecosystem, no re-entry of data between tools
- ✓ 100% data sovereignty; no third-party learning databases
- ✓ Compliance readiness with a full SharePoint audit trail
- ✓ No per-learner licensing fees

Want to see it in your tenant?

Talk to us at info@firsttech.digital or +27 10 501 0800.

[Let's Talk →](#)