

Brainstorming notes for learning in 2025

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Learner of 2025

- **Current State**

- Disconnected people
- Same as Future top 3 newcomers
- Existing
- Transplants
- Entrepreneurial
- Starting to look at impact of globalization
- We push knowledge to learners
- Global differences
- Reverse mentoring taking place with intern millennials
- Foragers
- Mobile
- More and more work force is working remotely
- Lengthy instructor led, e-learning, quick reference, guides
- Combination of Technologies/mish-mosh
- Blended approaches
- Too long for learners to absorb
- Not enough application work
- Mixed bag of generational learners-some not tech. savvy
- 60% core, 40% gig
- Anxious
- Don't see on the job work/training as learning
- Rapid change
- Upskill often
- Data oriented/aware of data

- **Future Vision**

- Everyone in company is a learner
- Everyone has something to teach and share
 - Learner Driven - no topics, people just share (youtube)
- Shorter and shorter attention spans
 - Digging deep and researching is a thing of the past that we need to bring back to make connections versus just providing the quick answer
 - Providing content based on how much time the learner wants to dedicate; if they have 10 minutes, provide 10 minute answer; if they have an hour, provide 1 hour answer with content.
- Learning is everywhere
- Just in time, at your fingertips

- Remote or virtual training (& VR)
- Young learners/newcomers to workforce
- Existing learners need to retool
- Transplants -experienced hires
- Architect of their own careers-learning at the moment of need or desire—Self-starter
- Remote workers/learners
- More hoppers - don't stay at/within companies
- Dealing with robots-new jobs we can't imagine now.
- Learners are looking for knowledge rather than waiting for it
- Optional, meaningful, quick content, engaging (hands-on) flexibility
- **How we get there?**
 - Take small risks, experimentation and assess
 - Change to become lifelong learner - everyone needs to be
 - Provide tools to people share their ideas.
 - Come up with a strategic plan.
 - Buy-in from senior management
 - Marketing
 - Mobile between jobs
 - Flexibility in hours
 - Immediate feedback
 - Want to be entertained
 - Don't want lecture, want more hands-on application-learner experience
 - Need a balance of push and pull
 - Personalized training-make it personal (customized) for me
 - Wants things to constantly change
 - In the moment learner's need
 - Flexible and adaptable to styles
 - Chip technology-bioaugmented
 - More Analytics
 - Learner needs are unknown many things we cannot predict
 - Information is doubling. Learner will want learning immediately
 - Need for soft skills: critical thinking, curiosity, empathy, relationship building; adaptability
 - Teach growth mindset
- **Opportunities & blocks:**
 - Globalization impacting smaller companies, small startups
 - Technologies adoption
 - Economy--budgets get impacted to keep companies from making shift
 - Dashboard with all info at your fingertips
 - Content Manager
 - Curator
 - Too many unknowns

Methodologies

- **Current State**
 - Agile ADDIE, ADKAR, MVP, SME's, incorporating external learning
 - UI/UX
- **Future Vision**
 - Start working in minimal viable product format
 - Don't have perfect content, not piloting, SPRINTS
 - Ideation / workflow processes
 - Learning hack-a-thon - inviting business and learning to create
 - We're no longer the experts, more leader led training
 - Reverse Mentoring - millennials teaching existing leaders about new tech
 - Including EVERYONE along the way - no learner left behind
 - Reflection on training
 - The basics will need to still happen with ID, but with future technology, we will have to see how this fits in. Will research ENABLE.
 - Tech will drive design—wearable
 - Design becomes more immediate process (ADDIE becomes faster) Agile
 - Self-curation
 - Mentor access is immediate: people—technology. Teaching people how to find the knowledge: curation
 - Bottom up: Learners tell us what they want
 - Generational shift-bottom up/top down and cycles
 - Look to K-12 world
 - Classroom should not go away but will be minimized
 - Blended Training
 - Will be continually training with different methodologies
 - Smart/Suggestions (machine learning)
 - Core competency based
 - Performance Support
 - 5 Moments of Learning Need
 - Moving from broad brush to task focused
 - Application-based experiences
 - Learning Games
 - Design Thinking (learner-centered)
 - User experience will continue to be important
 - Different by industry-one size will not fit all
 - More simulation
 - Figuring out what tools people are actually using
 - Learning experience advisors
 - Kirkpatrick that's xAPI aware
- **How we get there**

- Looking outside our own industry
- Taking risks
- We will have to try different things out and test what works.
- Knowledge sharing with stakeholders
- Education/Practice
- Methodology to blend UX
- Opportunities & blocks:
 - Changing mindsets
 - Involve learners in design/development
 - Develop as a “village” not just ID
 - Minimum viable product
 - Just in time
 - BLOCKS: Constantly changing technology, Budgets, Company process entrenchment

Technologies

- Current State
 - Mobile ready
 - Lifesize, Adobe Connect, Web Ex
 - LMS,
 - Social
 - Videos
 - E-learning
- Future Vision
 - Voice recognition/enabled training search (alexa / siri)
 - Smart Rings
 - Heads Up training (visual goggles)
 - Block chain - sharing existing training
 - Mobile, AI, VR, Virtual Training, API's, personalization, more social and “You Tube” type of content, tight security, mindfulness
 - Wearables-upscaled mobility tools. Still need ways to communicate, exchange information
 - Biometrics to ensure learner specific need/information aligned to PSS
 - Mature holographic technology
 - Adaptor/connectors between technology
 - Mobile friendly
 - In app help
 - Chat bot
 - Social component
 - Personalized Performance Support
 - Holograms
 - Global Social Networking/Learning

- Multi-device capability
- Integrated learning systems with business systems to provide over-arching information
- Curation system for personalized learning
- Tracking brain waves and pulse to better understand learning needs
- **How we get there**
 - Come up with a strategic plan, creating
 - workstreams, divide and conquer.
- **Opportunities & blocks:**
 - Adoption and Change Management, fear

Roles

- **Future Vision**
 - Determining need to have versus want to have
 - Teachers become more facilitators
 - Increase the skillset of the learner, "how to search for content to learn"
 - Leaders are teachers
 - Newer generations are mentors on technology
 - Curating - making connections of content to learners
 - Information Systems (IS) support
 - Technology savvy consultant/generalist