

MEET THE MODERN LEARNER



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 "Here's a Google Perk Any Company Can Imitate: Employee-to-Employee Learning" Fast Company

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As training moves to more digital formats, it's colliding with new realities in learners' jobs, behaviors, habits, and preferences.

Today's employees are overwhelmed, distracted, and impatient. Flexibility in where and how they learn is increasingly important. They want to learn from their peers and managers as much as from experts. And they're taking more control over their *own* development.

UNTETHERED

Today's employees find themselves working from several locations and structuring their work in nontraditional ways to accommodate their lifestyles. Companies are finding it difficult to reach these people consistently and even harder to develop them efficiently.



of the global workforce is expected to be "mobile" by the end of 2015



of full-time employees do most of their work somewhere other than the employer's location

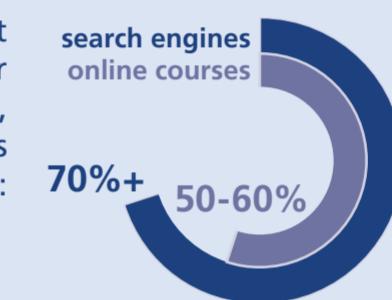


of workforce comprised of temps, contractors, and freelancers

ON-DEMAND

Employees are accessing information—and learning—differently than they did just a few years ago. Most are looking for answers outside of traditional training and development channels. For example:

To learn what they need for their jobs, employees access:



People are increasingly turning to their smartphones to find just-in-time answers to unexpected problems



COLLABORATIVE

Learners are also developing and accessing personal and professional networks to obtain information about their industries and professions.



of workforce learning happens via on-the-job interactions with peers, teammates, and managers

Learners are:



of training courses are delivered by an ecosystem of 2,000+ peer learners

EMPOWERED

Rapid change in business and organizations means everyone needs to constantly be learning. More and more people are looking for options on their own because they aren't getting what they need from their employers.



Half-life (in years) of many professional skills



of workers who say they have opportunities for learning and growth at their workplace



of IT professionals who report having paid for training out of their own pockets