



IMPLEMENTING A LEARNING ECOSYSTEM:

What You Need to Know



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ABOUT DEGREED

Degreed is the world's first continuous learning platform.

We make it easy for organizations and their people to **discover, curate,** and **track** all learning.



INTERNAL RESOURCES

+

PARTNER CONTENT

+

INFORMAL LEARNING RESOURCES



TODAY'S PRESENTER

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School of Business

THE GEORGE WASHINGTON UNIVERSITY



HELLO.

We're Degreed.

TODAY'S AGENDA

1 What Learners Can Teach L&D About Learning

2 Why the L&D toolkit needs to evolve

3 How to Leverage the New Learning Ecosystem

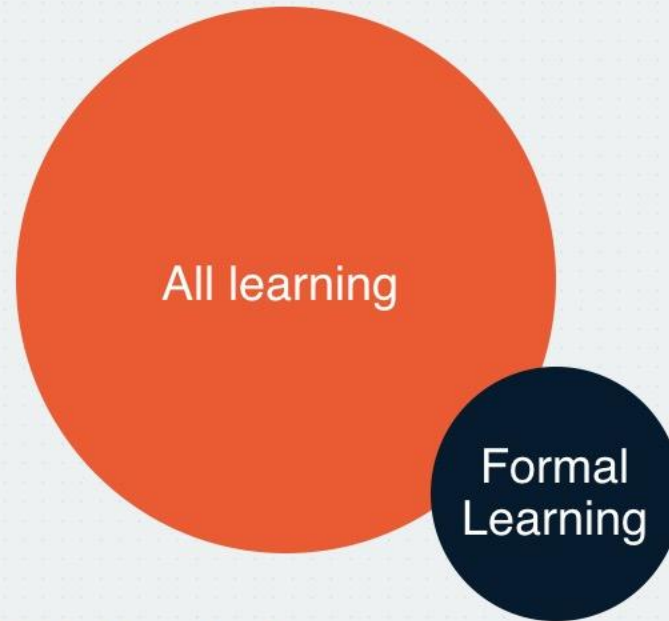
10
min Q&A



WHAT LEARNERS CAN **TEACH** L&D ABOUT LEARNING



LEARNING IS NOT LIMITED TO L&D ANYMORE



79%

of employees learning comes from
outside the learning function

ARE YOU READY FOR TOMORROW'S LEARNERS?

Only

38%

of L&D professionals think their organizations are ready for the learners of the future.

THE WORKFORCE LACKS SKILLS FOR THE FUTURE.



80%

of US CEOs are concerned that a lack of key skills threatens their organizations' growth prospects

← Skills →

LEARNERS MAKE THEIR OWN CHOICES NOW

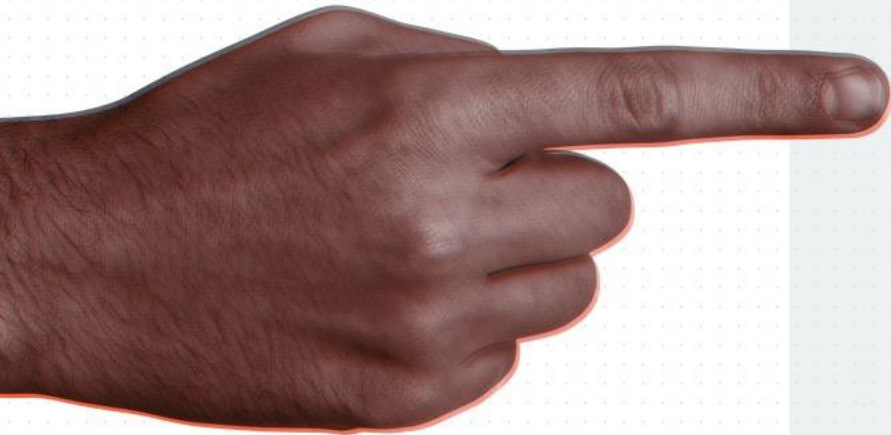
14.4

Workers spend 14+ hours each month learning on their own...

2.7

... but just 2 to 3 hours per month learning at the direction of L&D or HR

THE TAKE- AWAY



Conventional approaches to learning and talent development are not obsolete. They're just not complete.



“Satisfied employees have the tools, training and resources to do their jobs well. Engaged employees learn and grow every day.”

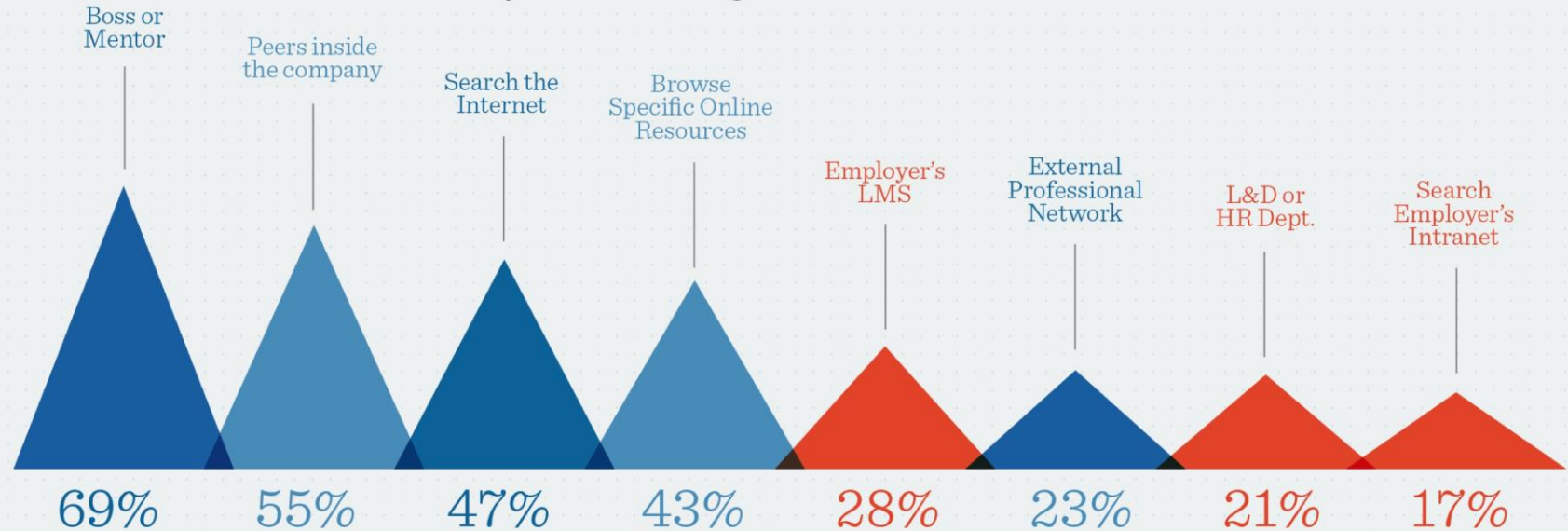
BAIN & COMPANY



**DO YOU KNOW WHAT
YOUR LEARNERS WANT?**

LEARNERS WILL FIND FASTER EASIER ANSWERS

The Pathway to Learning Starts at Social and Search



 Managing L&D directly

 Empowering learning indirectly

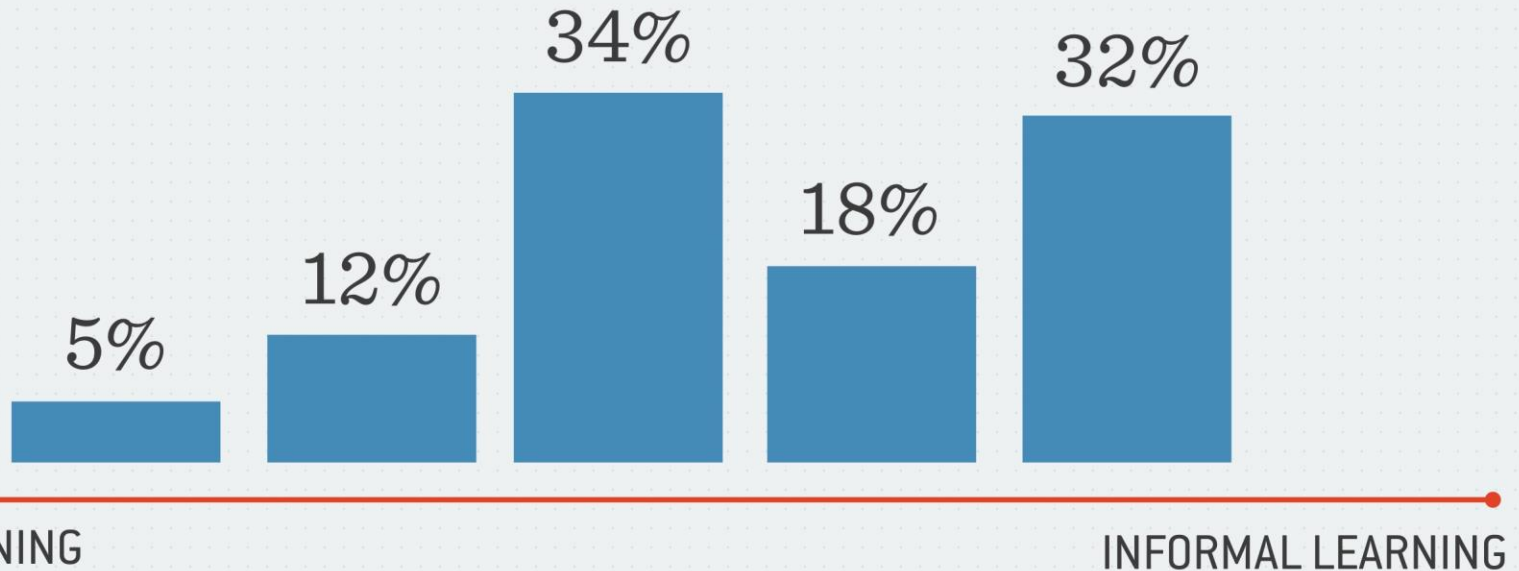
Source: Degreed, How workers learn report 2016

LEARNERS WANT MORE **DIVERSE** OPTIONS

23% of workers say they have completed a course — of any kind — in the last two years...But nearly $\frac{3}{4}$ say they learned something for work from an article, video or book in the last 24 hours.



LEARNERS EXPECT TO LEVERAGE ENTIRE LEARNING ECOSYSTEM





HOW L&D INFRASTRUCTURE NEEDS TO EVOLVE



PUT LEARNERS' PRIORITIES FIRST

LEARNERS WANT TO ...

Solve

Find

Access

Value



SO L&D NEED TO ...

Create

Manage

Control

Track

or

or

or

or

Assemble

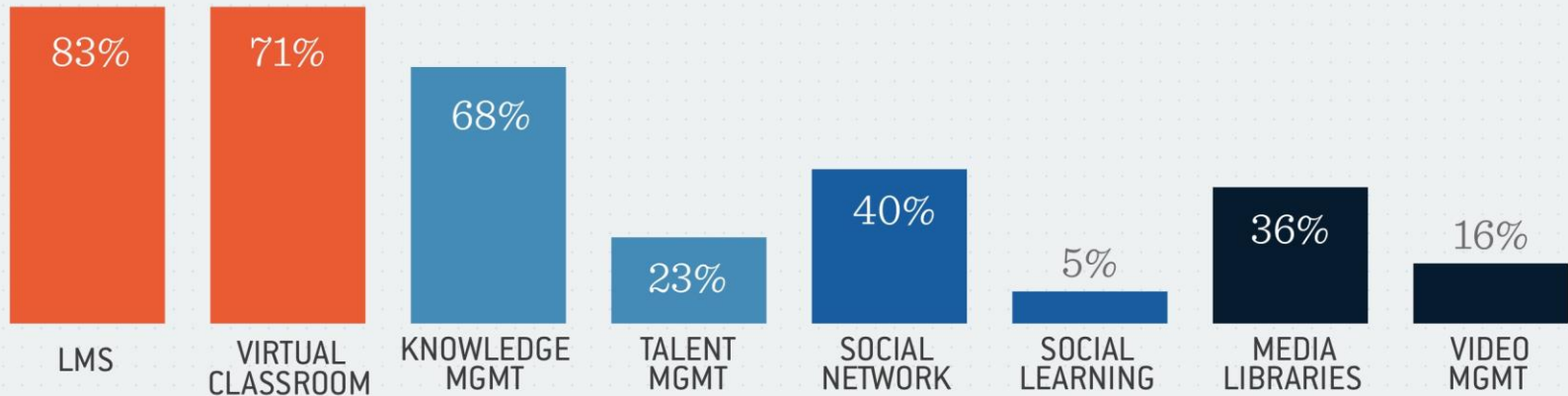
Empower

Enable

Guide

INVESTMENTS FOLLOW PRIORITIES

Training > Experiential > Social > On-Demand



THE NEW MINDSET: MANAGE LESS AND EMPOWER MORE.

HIGHER-IMPACT L&D ORGANIZATIONS DELIVER...



(-20%)

Less training
via ILT, vILT and
e-learning



+29%

More learning
via on-the-job
experiences



+13%

More learning
via collaboration
and coaching



+90%

More learning
via on-demand
resources

THE TAKE- AWAY

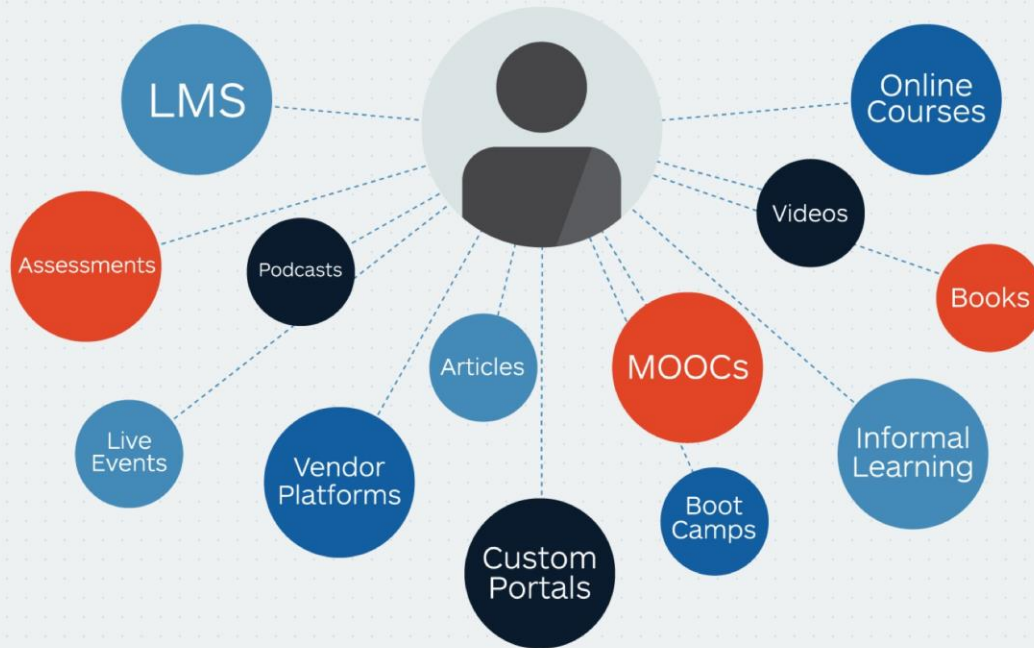


To get ready for tomorrow's learners, you need to make L&D teams work differently.

To work differently, L&D teams will need new and different tools.

But first, everyone needs to change the way they think about workplace learning.

SAY HELLO TO THE WHOLE LEARNING ECOSYSTEM



EMBRACE ALL CONTENT SOURCES AND FORMATS



BUILD, BUY... AND CROWDSOURCE, CURATE, AND ASSEMBLE

TOP 25 TOOLS FOR LEARNING



LMS



ENTERPRISE LEARNING SOLUTION

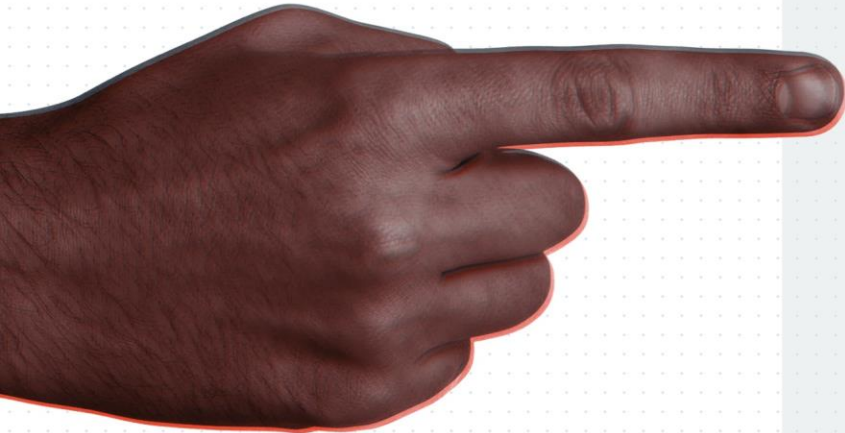
				
				
				
				
				

TRACK, RECOGNIZE AND VALUE ALL KINDS OF LEARNING



THE

TAKE-
AWAY



New ways of learning demand different kinds of infrastructure. Content, tools and systems that empower as well as manage.

That is your learning ecosystem.



QUESTIONS?



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