

**All Our Tomorrows:
Key Issues Affecting Workplace
Learning and Performance**



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Working in groups of 2 or 3, list at least 3 questions that you have about the future of training.



Today, we'll explore answers to questions about everyday life for trainer's in 2020.

Will Training continue to exist in 10 years?
What types of training will my team provide?
Besides training, what other services will my team provide?

How will technology affect the way I work?
How will technology affect the way I teach?
What will my job title be?
Your questions

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One caution: researchers and advocates see the future differently.



Will Training continue to exist in 10 years?



Here's the view from the UK.	Competitive advantage to the business 
	Necessary for the business 
	Preparing workers for other assignments 

What types of training will my team provide?	If you work <ul style="list-style-type: none"> ▪ Internally ▪ For a vendor ▪ For a third-party provider
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Besides training, what other services will my team provide?		
	Performance consultant	Instructor's coach
		
	Content gardener	Skill certifier

<p>We can't talk about the future without talking about technology.</p>	<p>Name 1 or 2 technologies that have altered the way you work (but not necessarily teach).</p>
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<p>How will technology affect the way I work?</p>	
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<p>How will technology affect the way I teach?</p>	<ul style="list-style-type: none">▪ Format of courses▪ Focus on post-class activities to ensure transfer and additional learning
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<p>What do you think your job title be?</p>	
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<p>What do I think your job title will be?</p>	<p>Learning specialist</p> <p>Trainer</p> <p>Training and development specialist</p> <p>Performance consultant</p> <p>Workplace learning and performance consultant</p>
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<p>Working in groups of 2 or 3, create a scenario of training in 2020.</p>	
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My vision of training in 2020.



What are your questions?



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<p>Learn More about It</p>	<ul style="list-style-type: none">▪ Keep track of the field:<ul style="list-style-type: none">– ASTD State of the Industry Report– Training Magazine Annual Industry Survey– NMC and Educause Horizon Report▪ Some specific articles:<ul style="list-style-type: none">– Bennett, S. Maton, K. & Kervin, L. (2008.) The 'digital natives' debate: A critical review of the evidence. <i>British Journal of Educational Technology</i>, 39(5),775–786.– Carliner, S. & Bakir, I. (2010.) Trends in spending on training: An analysis of the 1982 through 2008 TRAINING Annual Industry Reports. <i>Performance Improvement Quarterly</i>.
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<p>Take-Aways: Name 1 or 2 insights you will take away from today's conversation.</p>	
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