All Our Tomorrows: Key Issues Affecting Workplace Learning and Performance

Saul Carliner, PhD, CTDP
Associate Professor
Graduate Program in Educational Technology
Concordia University
Montreal, Quebec
saulcarliner@hotmail.com
http://saulcarliner.blogspot.com
LinkedIn: saulcarliner
Twitter: saulcarliner

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? | How will technology affect the way I work? |
| What types of training will my team provide? | How will technology affect the way I teach? |
| Besides training, what other services will my team provide? | What will my job title be? |
| Your questions | |
For a copy of this slide deck, visit this link.

http://education.concordia.ca/~sclarliner/recentmaterials.html

One caution: researchers and advocates see the future differently.

Will Training continue to exist in 10 years?
Here's the view from the UK.

<table>
<thead>
<tr>
<th>Competitive advantage to the business</th>
</tr>
</thead>
<tbody>
<tr>
<td>Necessary for the business</td>
</tr>
<tr>
<td>Preparing workers for other assignments</td>
</tr>
</tbody>
</table>

What types of training will my team provide?

If you work
- Internally
- For a vendor
- For a third-party provider

Besides training, what other services will my team provide?

Performance consultant  Instructor's coach
Content gardener    Skill certifier
We can’t talk about the future without talking about technology.

Name 1 or 2 technologies that have altered the way you work (but not necessarily teach).

How will technology affect the way I work?

- Format of courses
- Focus on post-class activities to ensure transfer and additional learning

How will technology affect the way I teach?
What do you think your job title be?

What do I think your job title will be?

- Learning specialist
- Trainer
- **Training and development specialist**
- Performance consultant
- Workplace learning and performance consultant

Working in groups of 2 or 3, create a scenario of training in 2020.
My vision of training in 2020.

What are your questions?

Once again, for a copy of this slide deck, visit this link.

http://education.concordia.ca/~scarliner/recentmaterials.html
Learn More about It

- Keep track of the field:
  - ASTD State of the Industry Report
  - Training Magazine Annual Industry Survey
  - NMC and Educause Horizon Report

- Some specific articles:

Take-Aways:
Name 1 or 2 insights you will take away from today’s conversation.