VIRTUAL COLLEGE

Learning Live

We recently attended the Learning Live event in London. During our conversations with delegates, four key themes emerged:

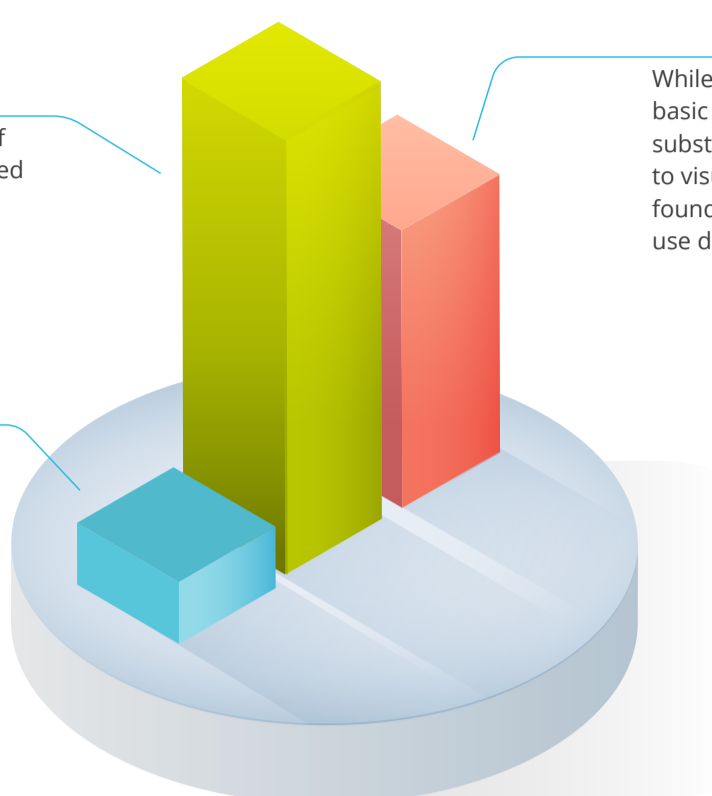Data and Analytics | A.I | Digital Transformation | Learning Culture

Data and Analytics

96%
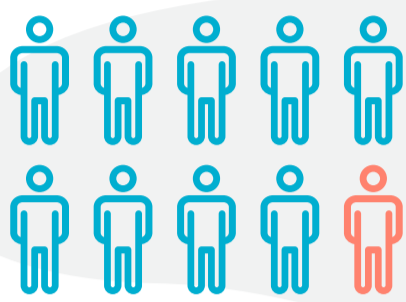Data and analytics was one of the high priority skills identified in future L&D teams

61%
While 61% of L&D leaders do basic analysis, there is a substantial drop when it comes to visualising what they have found in their data (only 35% use dashboards).

13%
13% of organisations never analyse the data they collect.

9 out of 10
L&D leaders were looking to personalise learning, improve engagement and improve the way that they gather information on learning impact.

Reference – vTowards Maturity, L&D's relationship with data

Artificial Intelligence

Applications of AI in learning:

Teaching assistants
Examples include natural language recognition, conversational interfaces and chatbots.

Artificial mentoring
There have been some successful examples of using artificial mentoring which highlights that it is becoming possible for some training to become automated through AI.

Generating and augmenting content
This is a relatively new area of AI but as AI continues to grow there are sure to be more advances.

Accessibility
An example of where AI has helped with accessibility issues is YouTube's automated closed caption system, which adds captions to videos.
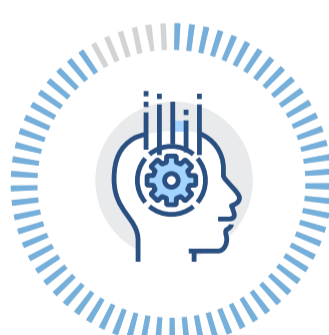
Personalisation
Examples of this are Netflix's recommendation engine and Spotify promoting tracks you will like based on previous tracks you have listened to.

Reference – https://spongeuk.com/insights/2017/09/5-ways-ai-is-being-used-in-learning

Digital transformation

90%
of companies lack digital skills.

77%
of enterprises believe that a lack of digital skills is the key hurdle to their 'Digital Transformation.'

4%
Only 4% of businesses interviewed are aligning corporate training efforts with their digital strategy.

46%
Just 46% of companies are investing in developing digital skills.

Reference – Capgemini Consulting and MIT

Learning Culture

41%
Only 41% of employees say they get opportunities to grow.

1/5
Just over one-fifth of employees say self-directed learning is important to their employers.

23%
Only 23% of executives offer education to keep employees loyal and engaged.

40%
Mentoring opportunities are not a priority to employers, with fewer than 40% of executives offering job rotation and shadowing.

Reference – www.clomedia.com

www.virtual-college.co.uk