

Modern learning technology leverages machine learning to increase engagement and create a more productive workforce

# Machine Learning has Rendered Traditional L&D Obsolete

66% of learning professionals admit they have trouble engaging with employees.<sup>1</sup> Forward looking organizations recognize the power of machine learning to enhance the employee learning experience and increase engagement. Here's a primer on why organizations are shifting from a traditional to modern learning experience.

## TRADITIONAL LEARNING VS. MODERN LEARNING

### Traditional Learning



#### Occasional Learning

People learn in the classroom and online<sup>2</sup>

#### Limited Scope of Technology

Learning technology focuses on compliance and course catalog

#### Few Content Creators

Learning content is only provided by learning and experts

#### Manager Driven

Employees are told what to learn by their managers

#### Manual Compliance

Compliance training is tracked manually

#### Learning Owns Training

Corporate Learning owns development and training

### Modern Learning



#### Continuous Learning

People learn all the time using Machine Learning, courses, and groups

#### Wide Scope of Technology

Learning technology creates an always-on, collaborative, curated learning experience

#### Many Content Creators

Learning content is provided by everyone in the organization

#### Employee-Driven

Employees decide based on their team's needs and individual career goals

#### Automated Compliance

Compliance training is tracked automatically

#### Learning Owns the Learning Experience

Corporate Learning curates development and creates a useful learning experience



## MEET THE MODERN LEARNER

Modern Learning is an effective engagement tool because it aligns with employee learning expectations - consider what employees want from their learning experience



**81%** of employees say on-demand learning is important<sup>3</sup>



**70%** want bite sized learning content - blogs, articles videos, etc.<sup>4</sup>



**#1** Learning preference - sharing knowledge with co-workers<sup>5</sup>

## NEW LEARNING TECHNOLOGIES



**Machine Learning** - Recommendation engine that delivers personalized recommendations based on person, job and organization attributes.

**Contextual** - Embed Learning in the context of business processes. For example, HR can include performance review videos for managers to reference as they are completing their employee's reviews.

**Communities** - Help employees capture, share and collaborate around best practices using rich media that offer more ways to interact with the content.

**Compliant** - Simplify the tracking of compliance training and solve compliance requirements for HR, legal and line managers.

**Mobile** - Access learning and multimedia content anywhere, anytime, from any mobile device.

## MODERN LEARNING HELPS TRANSFORM AND GROW THE ENTIRE ORGANIZATION

The next generation learning solution goes beyond traditional LMS to provide the workforce with better access to content, within context, and shared by subject experts



### CHRO

- Create an agile workforce that can quickly adapt to new challenges
- Easily track the completion of compliance training
- Break down silos when learning is connected to the business

### Learning Managers

- Ability to quickly publish user generated content for employees and managers saves time
- Create media rich tutorials comprised of video, formal learning, documents or external sources
- Shifts the onus of learning from learning to managers and employees

### Employees

- Personalized recommendations increase learning utilization
- Embedded content makes it easier to find the relevant learning assets exactly when employees need it

## LEARN MORE



[Oracle.com/hcm](https://www.oracle.com/hcm)

<sup>1</sup> Investing in learning content: Redefining priorities to keep up with the Modern Learner. Bersin by Deloitte 2015  
<sup>2</sup> 2017 Deloitte Global Human Capital trends  
<sup>3</sup> Investing in learning content: Redefining priorities to keep up with the Modern Learner. Bersin by Deloitte 2015  
<sup>4</sup> How the workforce learns in 2016. Degreed 2016.  
<sup>5</sup> Aligning L&D to the rest of the organization. Bersin by Deloitte 2015