The EVOLUTION of TALENT DEVELOPMENT

Workplace Training for Skilled Labor Beginning of the Modern Era of Learning

E-Learning and Blended Learning

Talent Management Continuous Learning Always on Digitial Learning

The Future

FORMATS

Structured Learning Environments

PHILOSOPHY

Regulatory, Compliance, and Safety Training. Emergence of OSHA

USERS

Factory, Manufacturing, Labor, Young Professionals

SYSTEMS

Systematic Training and Individualized Instruction

FORMATS

Learning Path, Career Track

PHILOSOPHY

Blended Learning, Social Learning

USERS

The Focused Learner Career-Focused, Lots of Topics

SYSTEMS

LMS as a Talent Platform

FORMATS

Microlearning, Real-Time Video Courses Everywhere, Adaptive Learning

PHILOSOPHY

Design Thinking, Learning Experiences

USERS

Everyone, All the Time, Everywhere

SYSTEMS

Integrated LMS (the invisible LMS), Mobile

FORMATS

Role Playing, Job-Instruction Training

PHILOSOPHY

Adult Education Principles

USERS

Labor and Construction Workforce

SYSTEMS

In person instruction, training manuals

FORMATS

Course Catalog, Online University

PHILOSOPHY

Instructional Design, Kirkpatrick

USFRS

Career-focused Learners

SYSTEMS

LMS as an E-Learning Platform

FORMATS

Video, Self-Authored, Mobile, Streaming Video

PHILOSOPHY

70-20-10 Taxonomies

USERS

The On-Demand Learner Learning on the job Embedded Learning

SYSTEMS

LMS as an Experience Platform **ATD VIEW**

PERSONALIZED, MACHINE-DRIVEN, INTELLIGENCE LEARNING

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