

Prečo sa vzdelávať?

Prečo to často zlyháva?

Trendy vo vzdelávaní dospelých

Brano Frk

õppus

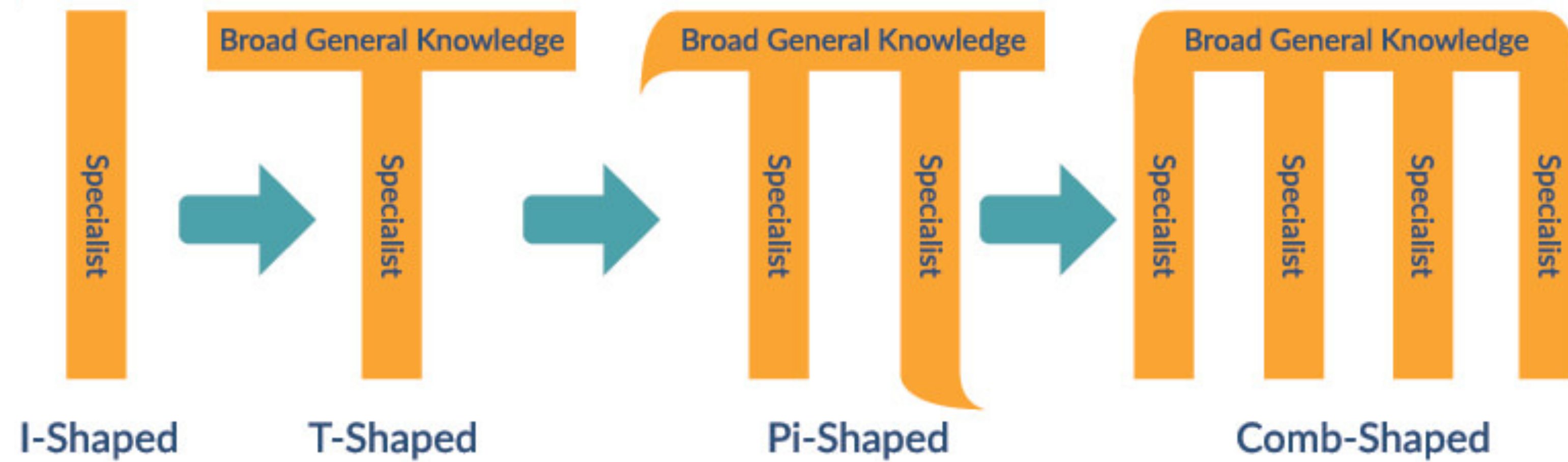


1. Dospelí potrebujú vedieť prečo sa majú vzdelávať.
2. Dospelí sa potrebujú učiť na vlastnej skúsenosti.
3. Dospelí vnímajú učenie ako cestu k riešeniu problémov.
4. Dospelí potrebujú, aby vzdelávanie malo okamžitý efekt.

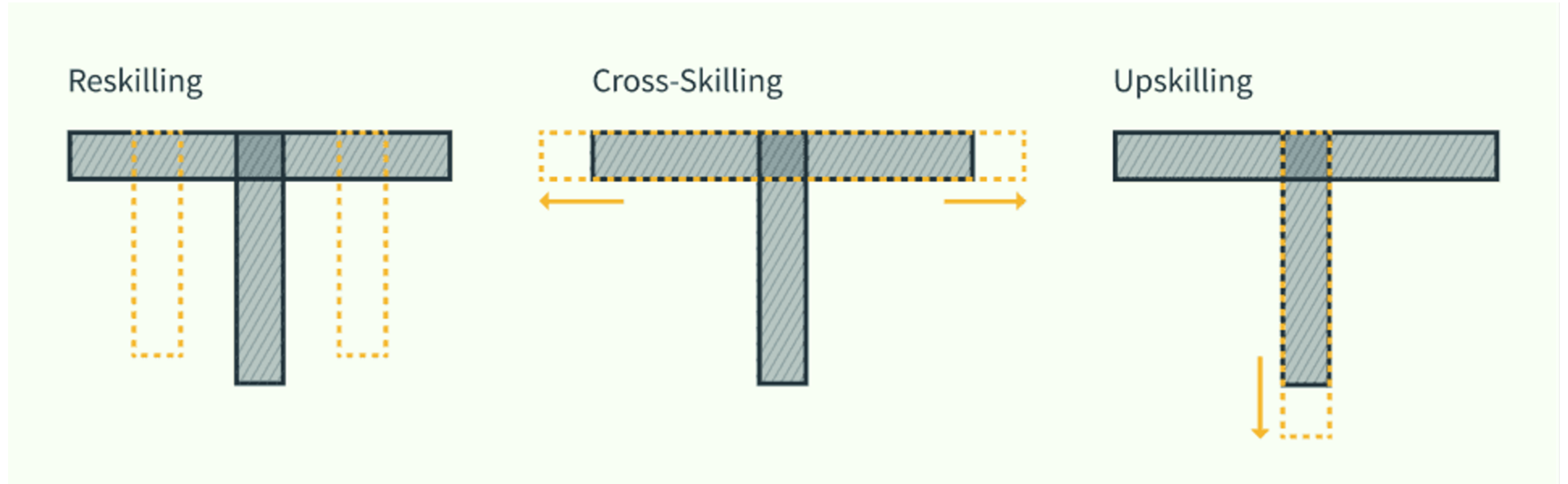


Malcolm Knowles

Prečo sa vzdelávať?



Prečo sa vzdelávať?



«PREV

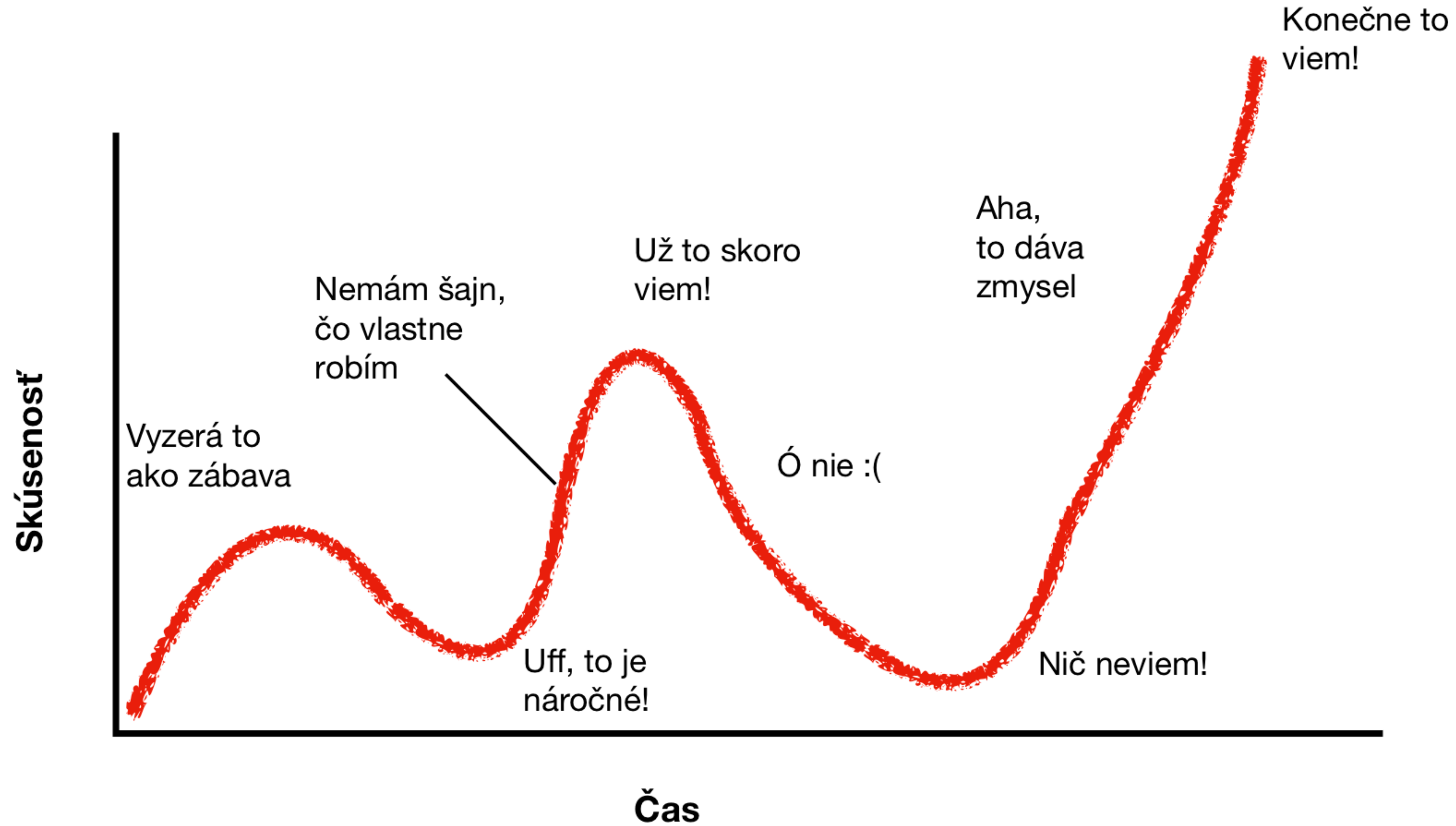
NEXT»

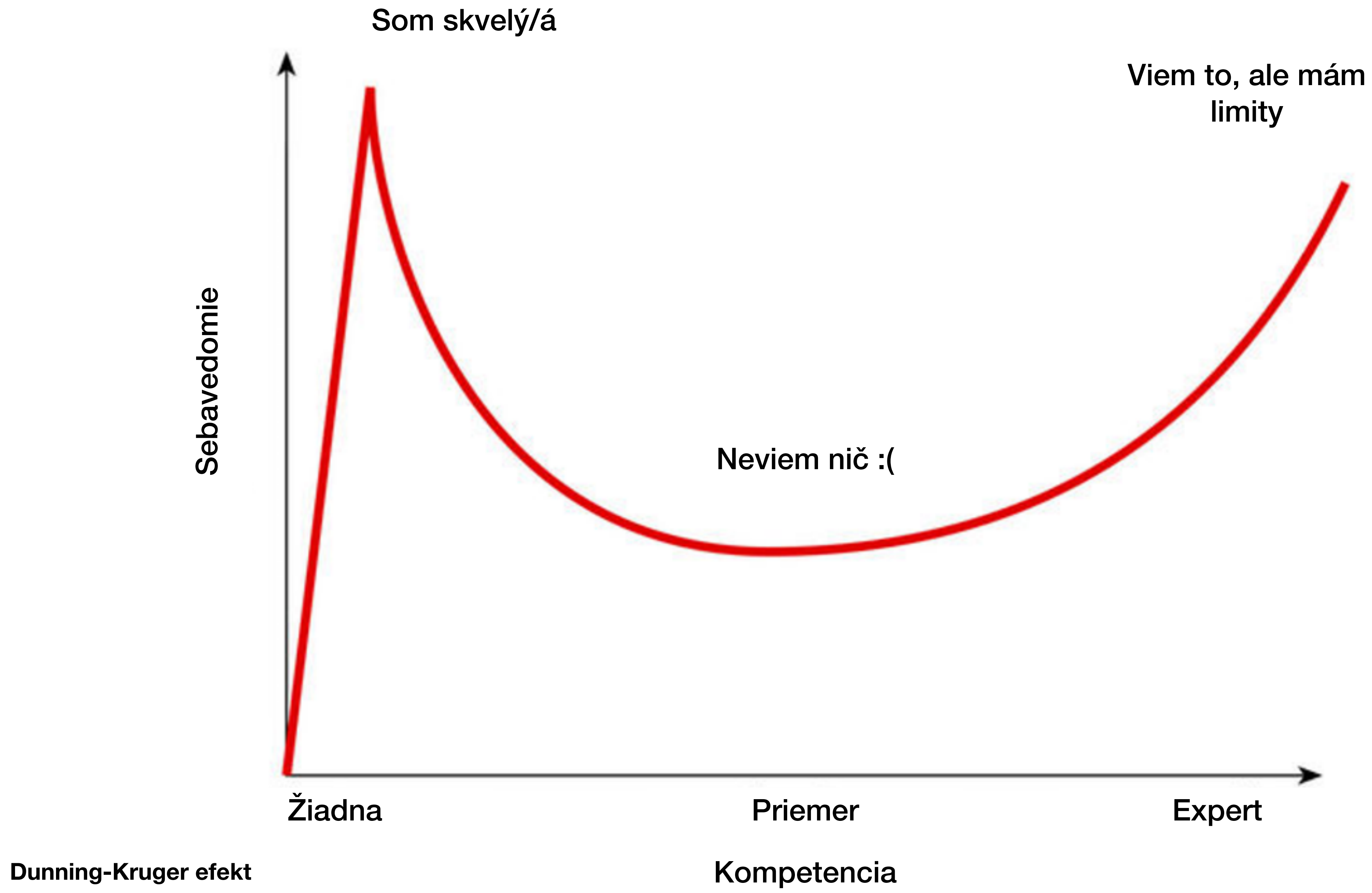


Běžná kuchařka z Chebu se naučila angličtinu za 9 dní

47letá kuchařka z Chebu tímto 1 jednoduchým způsobem se naučila angličtinu za 9 dní. Dnes pracuje v Oxfordu a vydělává 10 tis. liber jako asistentka velmi vplyvného...

Prečo to často zlyháva?





Dunning-Kruger efekt

MEET THE MODERN LEARNER

As training moves to more digital formats, it's colliding with new realities in learners' jobs, behaviors, habits, and preferences.

Today's employees are overwhelmed, distracted, and impatient. Flexibility in where and how they learn is increasingly important. They want to learn from their peers and managers as much as from experts. And they're taking more control over their *own* development.

OVERWHELMED...

1%
of a typical workweek
is all that employees
have to focus on
training and
development

Number of times online every day
early days of the internet **5** | today **27**

DISTRACTED...

Most learners won't watch videos longer than **4** minutes

People unlock their smartphones up to **9** times every hour

41% of time workers spend on things that offer little personal satisfaction and do not help them get work done.

Knowledge workers are constantly distracted with millions of websites, apps, and video clips.

IMPATIENT...

Online, designers now have between **5** and **10** seconds to grab someone's attention before they click away

2/3 of knowledge workers actually complain that they don't have time to do their jobs

5 minutes—ironically, often by work applications and collaboration tools

Sources:
 "The Overwhelmed Employee: Simplify the Work Environment" Deloitte University Press
 "The Knowledge Worker's Day" IBM
 "Make Time for the Work that Matters" Harvard Business Review
 "Collaboration & Social Tools Drive Business Productivity, Costing Millions in Work Interruptions" harmon.ie
 "We're Creating a Culture of Distraction" justincul.com
 "Study Says We Unlock Our Phones a LOT Each Day" TIME
 "Involuntary" Causes Distraction and Stress at Work" HR Magazine
 "IT Training Gets an Extreme Makeover" Computerworld
 "Person's Performance: Does It Really Matter To Users And By How Much?" University of Massachusetts
 "Worldwide Mobile Worker Population 2011 - 2015" IDC
 "Analytics & Test: a Strategy" PwC Strategy Group
 "The Rise of the Extended Workplace" Accenture
 "Engaging Disengaged Learners" Towards Maturity
 "Just-in-time Information through Mobile Connections" Pew Research
 "Here's a Google Plus Any Company Can Inhale: Employee-to-Employee Learning" Fast Company

Bersin
by Deloitte.

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UNTETHERED

Today's employees find themselves working from several locations and structuring their work in nontraditional ways to accommodate their lifestyles. Companies are finding it difficult to reach these people consistently and even harder to develop them efficiently.

37%
of the global workforce is expected to be "mobile" by the end of 2015

30%
of full-time employees do most of their work somewhere other than the employer's location

20%
of workforce comprised of temps, contractors, and freelancers

ON-DEMAND

Employees are accessing information—and learning—differently than they did just a few years ago. Most are looking for answers outside of traditional training and development channels. For example:

To learn what they need for their jobs, employees access:
 search engines 70%+
 online courses 50-60%

People are increasingly turning to their smartphones to find just-in-time answers to unexpected problems



COLLABORATIVE

Learners are also developing and accessing personal and professional networks to obtain information about their industries and professions.

~80%
of workforce learning happens via on-the-job interactions with peers, teammates, and managers

Learners are:
 asking other people

sharing what they know

at Google, **55%**
of training courses are delivered by an ecosystem of **2,000+** peer learners

EMPOWERED

Rapid change in business and organizations means everyone needs to constantly be learning. More and more people are looking for options on their own because they aren't getting what they need from their employers.

2 1/2 to 5
Half-life (in years) of many professional skills

38%
of workers who say they have opportunities for learning and growth at their workplace

62%
of IT professionals who report having paid for training out of their own pockets



Micro learning



Empowerment

Feynmanova technika

