

Training and Development
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Module - 11
Lecture - 53
Emphasis for Future Training and Development

Welcome to the lecture sessions on the course Training and Development. We are on module 11, where we are discussing on the Future trends on Training and Development. The lecture 3 is focused towards understanding what are the emphasis, different emphasis for training future training and development.

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So, here we are going to focus on the increasing emphasis of various aspects of future training and development.

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Increased Emphasis on Issues Related to

- Speed in design, focus on content and use of multiple delivery methods.
- Capturing and sharing intellectual capital and social learning.
- Use of just-in-time learning and performance support
- Performance analysis-Big data and learning for business enhancement.
- Use of stakeholder-focused learning, training partnership and outsourcing training.

Now, whenever we are discussing increased emphasis on issues related to means what are the issues which needs to be focused in future trends of training and development is of course, the speed in design, focus on content and use of multiple delivery methods. Capturing and sharing intellectual capital and social learning. Use of just-in-time learning and performance support.

Performance analysis through big data and learning for business environment enhancement. Use of stakeholder-focused learning, training partnership and outsourcing training. So, these we have already sensitized when we have introduced this lecture session on future training and development.

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Increased Emphasis on Issues Related to

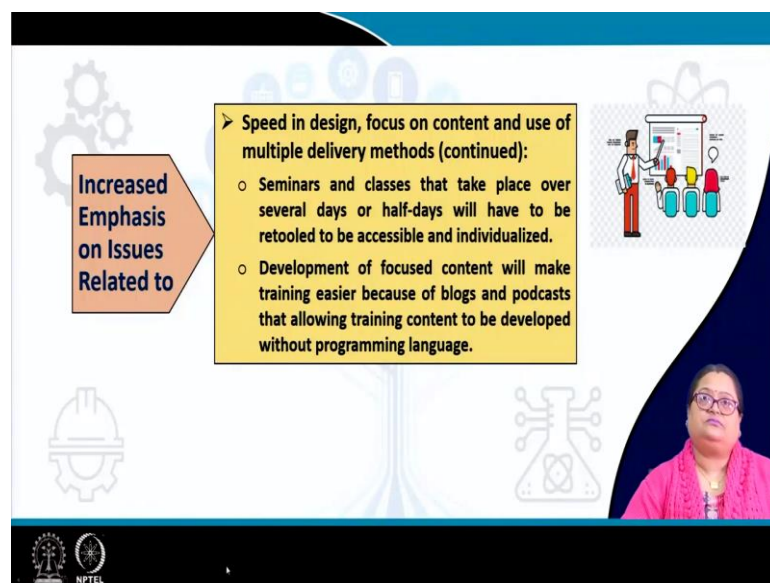
➤ Speed in design, focus on content and use of multiple delivery methods:

- Trainers are being challenged to find way to use instructional design, because of new technology.
- Group of techniques like rapid instructional design (RID) allows training to be built more quickly.
- Managers are demanding training courses much more focus only on the necessary content.

Now, here in this we are going to elaborate on each of these issues and discuss in details about it. Now, whenever we are talking of speed in design, focus on content and use of multiple delivery methods: it means like the trainers are being challenged to find way to use instructional design, because of new technology.

The groups of techniques like rapid instructional design allows training to be built more quickly. Managers are demanding training courses much more focused only on the necessary content.

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➤ Speed in design, focus on content and use of multiple delivery methods (continued):

- Seminars and classes that take place over several days or half-days will have to be retooled to be accessible and individualized.
- Development of focused content will make training easier because of blogs and podcasts that allowing training content to be developed without programming language.

To the left of the yellow box is a blue arrow pointing right with the text "Increased Emphasis on Issues Related to". To the right is a small illustration of a person presenting to an audience. The slide also includes a video inset of a woman in the bottom right corner and the NPTEL logo in the bottom left corner.

The seminars and classes that take place over several days or half-days will have to be retooled to be accessible and to be individualized. Development of focus content will make training easier because of blogs and podcasts and that allowing training content to be developed without programming language.

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Increased Emphasis on Issues Related to

- Speed in design, focus on content and use of multiple delivery methods (continued):
Example of RID Strategies:
 - Focus on accomplishment and performance.
 - Develop a learning system instead of an instructional system.
 - Use short-cuts.
 - Combine different steps of the instructional design process.
 - Implement training and continuously improve it.
 - Skip steps in the instructional design process

Example of some of the RID strategies are focus on accomplishment and performance. Developing a learning system instead of an instructional system, use shortcuts combine different steps of the instructional design process. Implement training and continuously improve it, skip steps in the instructional design process.

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Increased Emphasis on Issues Related to

- Example of RID Strategies (continued):
 - Use existing course materials that can be customized with examples, exercise and assignments.
 - Develop instruction around job aids and performance support.
 - Use recording equipment, internet and email to collect data and exchange information subject matter expert (SME).

Some of the more RID strategies are: use of existing course materials that can be customized with examples, exercise and assignments. Develop instructions around job aids and performance support. Use recording equipment, internet and email to collect data and exchange information to subject matter expert or SMEs.

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Increased Emphasis on Issues Related to

➤ **Capturing and sharing intellectual capital and social learning:**
Sharing knowledge and contributing to the company's intellectual capital is going to become more common as collaborative social networking technology and Web 2.0 tools make this simpler to implement.
The rise of intelligent tutors and on-demand learning technologies will make connections to information faster, more current and accurate and more easily customizable to employees' needs and work.

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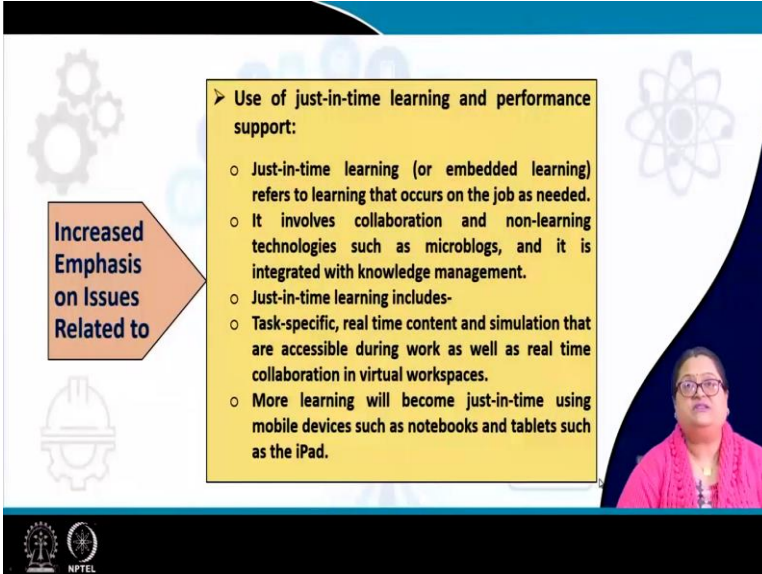
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Increased Emphasis on Issues Related to

➤ **Capturing and sharing intellectual capital and social learning (continued):**
Social learning is learning with and from others. Employees can learn from face to face interactions occurring in classrooms, conferences, group meetings as well as online using social media such as Twitter, Blogs, and social networking such as Facebook.

The social learning is learning with and from others. Employees can learn from face-to-face interactions occurring in classrooms, conferences, group meetings, as well as online using social media such as Twitter, Blogs, and social networking such as Facebook.

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The slide features a central yellow box with a black border containing a bulleted list. To the left of this box is a blue arrow pointing right with the text 'Increased Emphasis on Issues Related to'. The background is white with faint icons of gears, a hard hat, and an atom. In the bottom right corner, there is a small video inset of a woman with glasses wearing a blue top. At the bottom left, there are logos for MIT and NPTEL.

Increased Emphasis on Issues Related to

➤ Use of just-in-time learning and performance support:

- Just-in-time learning (or embedded learning) refers to learning that occurs on the job as needed.
- It involves collaboration and non-learning technologies such as microblogs, and it is integrated with knowledge management.
- Just-in-time learning includes-
- Task-specific, real time content and simulation that are accessible during work as well as real time collaboration in virtual workspaces.
- More learning will become just-in-time using mobile devices such as notebooks and tablets such as the iPad.

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Just-in-time learning includes task specific real time content and simulation that are accessible during work as well as real time collaboration in virtual workspaces. More learning will become just-in-time using mobile devices such as notebooks and tablets such as the iPad.

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Increased Emphasis on Issues Related to

- Performance analysis-Big data and learning for business enhancement:
 - The training unit will have to ensure that they are seen as both helping the business functions meet their needs and contributing to overall business goals and the bottom line.
 - Performance analysis approach involves identifying performance gaps and examining training as one possible solution for the business units.
 - Poor employee performing may be due to poor management, inefficient technologies, or outdated technologies rather than deficiencies in skills and knowledge.

NPTEL

This slide features a blue header and footer with the NPTEL logo. The main content is on a white background with a blue wavy border on the right. It includes an orange arrow pointing to the right with the text 'Increased Emphasis on Issues Related to'. A yellow box contains the main text and a bulleted list. An icon of a person presenting to an audience is in the top right, and a small video inset of a woman in a pink top is in the bottom right.

Whenever we are talking of performance analysis which is big data and learning for a business enhancement. The training unit will have to ensure that they are seen as both helping the business functions meet their needs and contributing to overall business goals and bottom line.

Performance analysis approach involves identifying performance gaps and examining that training as one possible solution for the business units. Poor employee performing may be due to poor management, inefficient technologies or outdated technologies rather than deficiencies in skill and knowledge.

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Increased Emphasis on Issues Related to

- Performance analysis-Big data and learning for business enhancement (continued):
 - Most of the companies are having their own software and hardware which they keep on site in their facilities.
 - Cloud computing is a system that provides information technology infrastructure over a network in a self-service, modifiable and on-demand.
 - Bigdata can be useful for understanding what training methods best deliver what needs to be taught and identifying how employees learn who the leaders and experts are in network and what type of instructions lead to positive reaction.

NPTEL

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Most of the companies have their own software and hardware which they keep on site in their facilities. Cloud computing is a system that provides information technology infrastructure over a network in a self-service, modifiable and on-demand.

Big data can be used for understanding what training methods best deliver, what needs to be taught and identifying, how employees learn, who the leaders and experts are in network and what types of instructions lead to positive reactions.

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Increased Emphasis on Issues Related to

- Use of stakeholder-focused learning, training partnership and outsourcing training.
 - Emphasis on strategic learning influencing different stakeholders to learn in future as learning professionals and companies recognize that competitive advantages can come from developing internal human capital and providing learning services to customers.
 - This helps develop and retain a satisfied, skilled, and innovative workforce and attract, keep and satisfy customers.

The use of stakeholder-focused learning, training partnership and outsourcing of training. Emphasis on strategic learning influencing different stakeholders to learn in future as learning professionals and companies recognize that competitive advantages can come from developing internal human capital and providing learning services to customers. These helps develop and retain a satisfied, skilled, and innovative workforce and attract keeps and satisfy customers.

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Increased Emphasis on Issues Related to

- Use of stakeholder-focused learning, training partnership and outsourcing training.
 - In order to cope with skill gap, it is seen that more business, education and community partnerships working on rebuilding education to employment system.
 - Due to increasing urgency to find suitable - wayouts to eliminate unemployment, underemployment and meet skill gaps, federal, state and local governments probably provide more benefits for companies to invest in training and spread of lifelong learning system.

NPTEL

Use of stakeholder-focused learning, training partnership and outsourcing training has other emphasis issues also. In order to cope with skill gaps, it is seen that more businesses, education and community partnerships working on rebuilding education to employment system.

Due to increasing urgency to find suitable way outs to eliminate unemployment, underemployment and meet skill gaps, federal, state and local governments probably provide more benefits for companies to invest in training and spread of literacy or the lifelong learning system. So, these are important ways to find or the out ways to eliminate unemployment.

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Increased Emphasis on Issues Related to

- Use of stakeholder-focused learning, training partnership and outsourcing training (continued):
 - Lifelong Learning system**
 - The system can provide better opportunities for more people to develop the talent needed to suit multiple jobs and careers that they will likely hold during their lifetimes.
 - A life long learning account (LILA) for education is created to which both the employee and company contribute.
 - The employee keeps the account (LILA) even if they leave the company to pay for additional education at vocational schools, college and universities.

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Now, we have seen we discussed about lifelong learning system. Now, what is that? It is the system can provide better opportunities for more people to develop the talent needed to suit multiple jobs and careers that they will hold during their lifetimes. A lifelong learning account for education is created to which both employee and company contribute. Employee keeps the account even if they leave the company to pay for additional education at vocational schools, college and universities.

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Government of India Initiatives for Future Training and Development

- A fully IT based Financial Aid Authority to administer & monitor all education loans and scholarships through Pradhan Mantri Vidyalakshmi Karyakram.
- Pandit Madan Mohan Malviya Mission for Teacher Training has been launched to enhance the quality of teaching

What are the government of India initiatives for future training and development? A fully IT-based financial aid authority to administer and monitor all educational loans and scholarships through the Pradhan Mantri Vidyalakshmi Karyakram, Pandit Madan Mohan Malviya Mission for Teacher Training has been launched to enhance the quality of teaching.

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Government of India Initiatives for Future Training and Development

N·S·D·C
National Skill Development Corporation

Transforming the skill landscape

NSDC aims to promote skill development by catalyzing creation of large, quality and for-profit vocational institutions. Further, the organisation provides funding to build scalable and profitable vocational training initiatives. Its mandate is also to enable support system which focuses on quality assurance, information systems and train the trainer academies either directly or through partnerships.

NPTEL

Now, again some of the initiatives of government of India for future training and development are like NSDC, which is talk of the national skill development corporation, where they are transforming the skill landscape. By NSDC aims to promote skill development by catalyzing creation of large, quality and for-profit vocational institutions.

Further, the organisation provides funding to build scalable and profitable vocational training initiatives. Its mandate is also to enable support system which focuses on quality assurance, information system and train the trainer academies either directly or through partnerships.

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Government of India Initiatives for Future Training and Development

SCPwD
Skill Council for Persons with Disabilities

The Organization was promoted by Confederation of Indian Industry under the aegis of Ministry of Skill Development and Entrepreneurship and Ministry of Social Justice and Empowerment. It targets skill development of People with Disabilities as per industry needs which can help them to be gainfully employed and contribute to India's growing economy

NPTEL

Skill council for person with disabilities: this is one of the Government of India initiatives for future training and development. We have seen and like the module 10, how the future in future the training process needs to be more the scope has to be extended towards the social responsibilities.

So, here we see like the government of India has taken on the vehicle of training and development for developing the skill council for person with disabilities. The Organization was promoted by Confederation of Indian Industry under the aegis of Ministry of Skills and Development and Entrepreneurship and Ministry of Social Justice and Empowerment.

It targets skill development of people with disabilities as per their industry needs which can help them to be gainfully employed and contribute to India's growing economy. So, this is very important like and one of the major social responsibilities to do away with the discriminatory practices and the sense of humiliation, maybe some people with physical disabilities, challenges, may be living it with.

So, these skill development of the person with disabilities not only helps them in increasing their self-confidence, their self-esteem, but also helps them to like get like included in the mainstream of the society to contribute positively to the needs of the society.



And if they get employed, it helps in getting a self-esteem, self-confidence like I am not vulnerable, I am not at the mercy of other people. So, it definitely reduces the vulnerability of these people, vulnerability to may be abusive languages, vulnerability to be like exploited by someone to be like maybe getting the valuables in their room getting stolen and they are not being able to ask for help or resist it.

So, this kind of vulnerability also gets reduced to many extents if they are developed certain skills and competencies which help them to be self-reliant and self-confident. So, this has an immense value in terms of a progress of the society where people with disabilities have also gets assimilated in the mainstream of the society. And contribute positively to the growth and development of the Indian economy.

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CONCLUSION

This part of lecture session has given clear picture on the emphasis on various aspects of future training and development with an aim to make aware all learners about it and enhance their level of thinking and perception on all these aspects of future training and development.

Here these are the references that we have used for preparing the slides. Also, we expect like when you have discussed about the different areas of emphasis for future training and development, though we have told that in the earlier lecture session. But here this session we could get a chance in elaborating on some of them with detailed discussion on some of them and we hope like it has given you an overall idea.

Like, how these are important and how training and development is required at every step if you are thinking of developing the country as such, the organization as such. It has a macro, it is not only having a micro role to play for developing the people within the organization, but it is also a macro role to play.

In terms of adjustment of the organization in and survival of the organization in the ecosystem that which it is existing and it is a relationship of synergy, collaboration and sustainability with the environment at large, with the stakeholders at large.

Thanking you now for this session, we will be meeting you next with another lectures in this module where we are discussing on future trends in the training and development

Thank you.