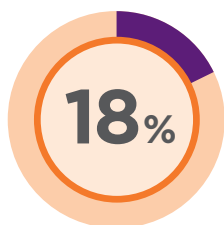


How are practitioners investing in learning technology?

What are the strategic aims of practitioners? Practitioners report a gap between achievement and practice



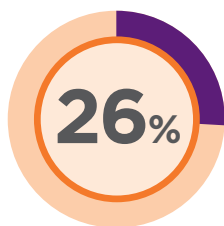
18% of L&D budget spent on technology in 2016



wish to facilitate continuous learning



feel they have achieved this aim ✓



26% of learning digitally enabled in 2016



wish to increase volume of training



feel they have achieved this aim ✓

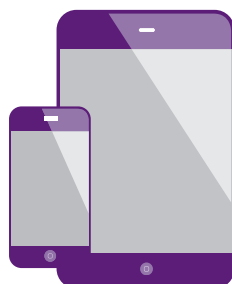
Which digital tools are planned for the future?

How can practitioners ensure success with emerging technology?

Mobile tools



plan to utilise mobile learning in the next two years



Practitioners need to:

- identify learner needs and use mobile tools to address these; if learners need information at the point of need, deploy tools that can provide this, such as video or QR codes

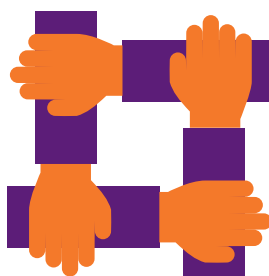
Collaborative learning



plan to use communities of practice for reflection and discussion



plan to use internal social networking tools



Practitioners need to:

- identify what they wish to achieve with collaborative learning; files sharing and networking tools alone will not facilitate continuous, reflective learning
- practitioners need to consider which digital tools can be used to 'scaffold' learning environments in which collaborative sharing and learning can take place.
- communities of practice should be empowered to facilitate meaningful learning experiences

Game based learning



plan to use immersive and game simulations



Practitioners need to:

- ensure that any tool is engaging, immersive and grounded in game based theory to harness the learning benefits
- ensure simulations are used to provide contextual learning