Upskilling for L&D Practitioners

Executive Summary

Michael Grant, who was interviewed for The Learning Guild's February Learning Leaders report, discussed his approach to hiring. He said, "I ask every candidate how they stay current because even if you did receive formal education in instructional or learning design, etc., you could have graduated a decade or more ago. So, what have you learned since then?"

As author Charles Dye noted in our January report on learner engagement, while adult learners in the workplace are essentially the same as those of 30 years ago, learning environments are not. We are dealing with new, networked, and digitally-mediated environments and working to understand their effects on learner engagement and the role of learner perceptions of technology in influencing success in an online delivery format.

While it's frustratingly true that many things have not changed in the past three decades (such as managers insisting on "training" that will not solve the problem they present), a good many things have. I sent out a call on social channels to L&D practitioners and managers, many of whom have been in the business for well over a decade and sometimes much longer. In this report we look at changes experienced by practitioners—from tools and approaches to beliefs. We examine how they stayed current and adapted, what role their managers played, and their advice for upskilling and reskilling throughout their careers.

To download the full report, click here.