The Modern Learner is Different

oday's modern learner is drastically different from learners of the past. They are distracted, impatient, and often overwhelmed. But they're also collaborative and more empowered to learn than ever.

So, how do we navigate these differences to ensure we're providing a learner experience that is engaging, but also collaborative? The first step is to understand what the modern learner looks like.

of a typical work week is all that employees have to focus on training and development



Overwhelemed...

41%

of a workers time is spent on things that offer little personal satisfaction & do not help them get work done.

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

Impatient...

5–10 sec. 💆

The amount of time an online designer has to grab someone's attention.

4 min.

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

Distracted...



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



Workers are interrupted as frequently as every 5 minutes.

Number of times online every day

Early days Today

27

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 hard to develop them efficiently.

87%

of companies expect their employees to use their personal devices for work purposes *

of full-time employees do most of their work remotely.

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

Collaborative

Online Courses 50-60%







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

Confidence

Confidence levels enable the learner to understand where they need to focus and is a key player when it comes to learner engagement.



Learners in the 75th percentile for confidence answered 36% more questions than those at the 25th percentile. The top 10% of confident learners answered **five times** as many questions.**



The average discussion participant is **15% more active** than a non-discussion participant. Learners also engage in the material more deeply when allowed the opportunity to discuss the content with others.**

Empowered

People are more empowered to learn than ever to keep up with the rapidly changing digital landscape. More people are looking for options on their own because they aren't getting what they need from their employers.

38%

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

2½-5

Half-life (in years) of many professional skills

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



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



Learners are also developing and accessing personal and professional

networks to obtain information about their industries and professions.

Learners are asking other people and sharing what they know 55%

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