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Technology in Learning & Development

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Level 5

Managing People

University of Wales Trinity St.Davis

Trawsnewid Addysg; Trawsnewid Bywydau
Transforming Education; Transforming Lives

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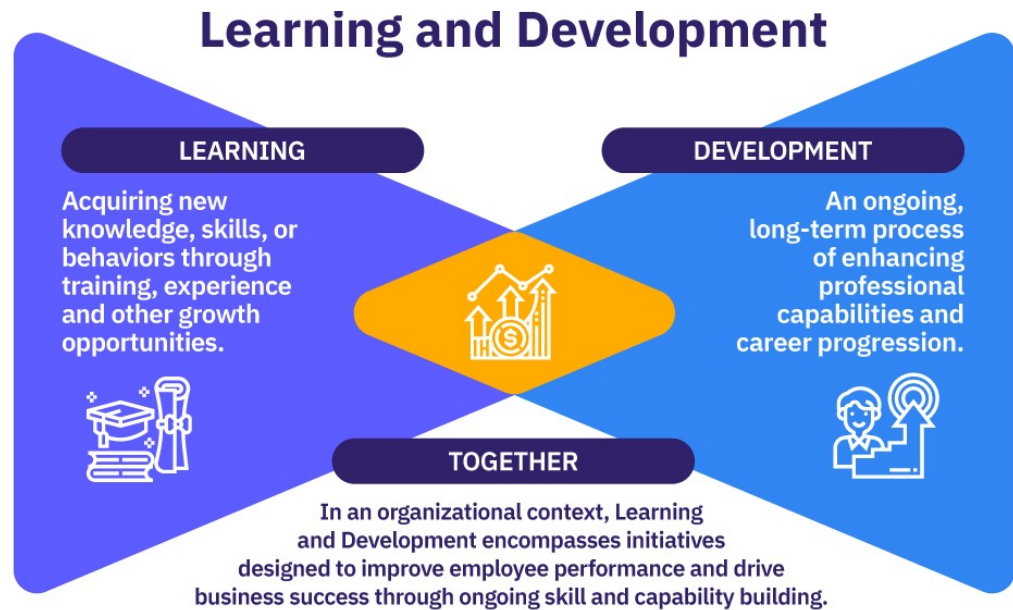
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Introduction

- Learning and Development is methodical procedures to increase individuals skills, and competency, resulting better performance (Academy to Innovate HR, 2024).
- “Technology is the use of scientific knowledge for practical purpose or application” (Ford, 2023).
- Implementing technologies in L&D programs is essential now in this days. Using tools such as e-learning, online resources and meetings, applications are vital in organisations to succeed (CIPD,2023).



Academy to Innovate HR
<https://www.aihr.com/blog/learning-and-development/>
#:~:text=Learning and development (L&D) is,organization's overall people development strategy.

Importance of technologies in Learning and Development

Leaders in many organisation now in these days understand the value of investing in technologies in learning and development programs for their employees's skills. That help to organisation to achieve their targets and goals.

- Cost Effective - reduce travel and material expenses
- Personalised Learning - adapt content to individual learner needs.
- Collaboration and Communication - connecting learners across geographical boundaries and time zones .
- Interactive learning - gaming, virtual reality, stimulation increase learning engagement
- Access and flexibility - diverse learning style needs.
- Data-Driven insights - provide analysing learner performance
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Benefits of Leveraging Technology



Photo: <https://www.edstellar.com/blog/role-of-modern-technology-in-employee-training>

(Mitchel, 2023)

Analyse the benefits of technology-based training programmes for employees



Electric transport, Batteries, Solar energy
Headquarters : Texas, United States
CEO Elon Musk

Photo: <https://www.tesla.com/>

1. Benefits of technology-based training for employees at Tesla:

Global collaboration and knowledge sharing between employees across different locations and part of the worlds. Virtual classroom, exchange ideas, fostering culture of innovation and team work (Tesla, 2023).



British restaurant chain
Headquarters : London, United Kingdom
CEO Thomas Heirer

Photo: <https://www.wagamama.com/>

2. Benefits of technology-based training for employees at Wagamama:

NoodleNet and Wag's Up application - Interactive learning module that incorporate multimedia elements such as : videos, quizzes and practise of real time stimulation (LearnWorlds,2023).

Analyse the benefits of technology-based training programmes for employees

3. Benefits of technology-based training for employees at NHS:

“Virtual reality simulation can bridge the gap between theory and practice by immersing the learner in realistic ,dynamic, complex settings” (NHS,2024).



Photo: <https://www.nhsbt.nhs.uk/news/nhs-blood-and-transplant-now-using-virtual-reality-training-for-blood-transfusion-matching/#:~:text=He used the new virtual,enter a virtual transfusion laboratory>



LinkedIn Corporation
Headquarters: California, United States
CEO Ryan Roslanski

4. Benefits of technology-based training for employees at LinkedIn:

Comprehensive online training portal give the opportunity to all subscribers access to range of courses, workshops and employee skill development needs. Educational Institutions, large corporation, nonprofit organisation use the platform to benefit their employees (Bessalel ,2024).

Analyse the benefits of technology-based training programmes for employers

1. Benefits of technology-based training for employers at McDonalds

Improve efficiency & productivity :
The company saved millions inventing self service systems, mobile application and AI customers trading behaviour (Marr, 2022).



Headquarters: Chicago, Illinois, US
Chairman Enrique Hernandez Jr.
Revenue: US\$25.49 Billions (2023)

Photo: <https://corporate.mcdonalds.com/corpmcd/our-stories/media-assets-library/logos.html>

2. Benefits of technology-based training for employers at Barclays

Cost effective:

According to Sutcliffe (2021), VR training increase 275% the confidence. The organisations can save up to 64% in training cost.



Headquarters: Canary Wharf, London, United Kingdom
Group Chairman Nigel Higgins
Revenue: £25.378 billion (2023)

Photo: <https://news.sky.com/story/barclays-reveals-revival-plan-to-woo-investors-as-profits-fall-13075946>

Analyse the benefits of technology-based training programmes for employers

3. Benefits of technology-based training for employers at NHS:

Patient care and safety,
Personalised learning
experience and avoid medical
mistakes, low risk of reputation
damage of the organisation.



Photo: <https://surgiscience.com/simulators/traumavr/>

4. Benefits of technology-based training for employers at LinkedIn:

Real-time access for data,
analytics and feedback give
opportunity to identify the trends
and measure the impact of the
training programs on
organisational performance.

PERFORMANCE MEASUREMENT



Photo: <https://corporateohs.com/health-and-safety-topic-measuring-occupational-health-and-safety-performance/>

Conclusion

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Technology-based training offer significant benefits for both employers and employees. There is a future potential to revolutionise education and professional development, making learning more engaging, accessible and effective for learners of all ages and backgrounds.

Any Question



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