



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

Managing People

The impact of technology on training and development

Mona Alexandra David - 2111962

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Lecturer name: Dr Mushfiqur Rahman

Trawsnewid Addysg; Trawsnewid Bywydau
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www.uwtsd.ac.uk

Introduction - Evolution of Technology



<https://atztechnology.com/evolution-of-technology/>

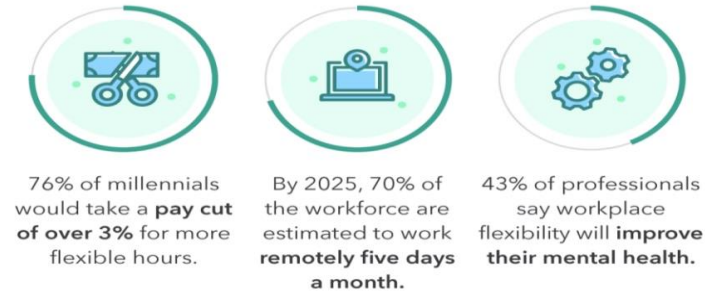
The evolution of technology is a dynamic and multifaceted process that spans centuries and encompasses various fields.

Advantages – Why technology-based training is important

Flexibility and Remote Work:

Digital tools allow for remote work, promoting flexibility and work-life balance.

What Is the Future of Flexible Jobs and Remote Working?



<https://www.hi5.team/blog/flexible-careers-benefits-working-from-home-forever>

Skill Requirements and Learning:

Rapid technological changes demand ongoing upskilling and reskilling.

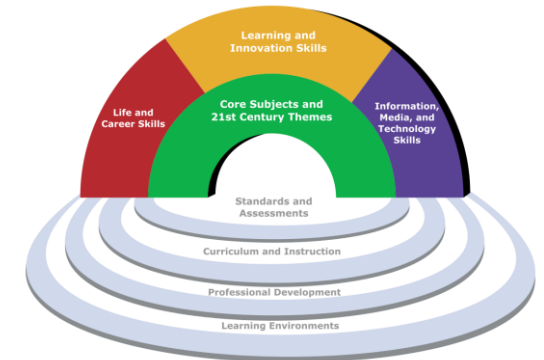


Figure 1 - P21 Framework for 21st Century Learning

https://en.wikipedia.org/wiki/21st_century_skills

Automation and Efficiency:

Technology automates repetitive tasks, enhancing overall productivity.



<https://advivo.com.au/efficiency-and-automation/>

Globalization and Connectivity:

Communication technology facilitates global connectivity, enabling collaboration across diverse locations.



<https://blogs.worldbank.org/trade/globalization-retreat-here-what-new-study-shows>

Changing Job Profiles:

Technology integration creates new roles and skill demands.



<https://www.inc.com/alison-green/when-job-youre-interviewing-for-keeps-changing.html>

Economic Impact:

The tech industry drives economic growth, fostering competitiveness and innovation.



<https://revelosoftware.com/measuring-economic-impact/>

In recent years, online learning platforms have grown rapidly, reaching approximately 200 million learners.

Online training transfers knowledge from anywhere in the world to targeted audiences that want to study a subject.

Some firms provide pre-employment training. Before starting work, online courses refresh concepts and introduce new technology.



Online Learning Platforms

Coursera- Has numerous partnerships with universities, organizations and institutions:

- *Stanford University* -Stanford University has contributed significantly to Coursera. Stanford professors have created and taught courses and specialisations in computer science, engineering, business, humanities, and more.
- *Imperial College London*
- *Johns Hopkins University*
- *Google*
- *IBM*
- *Microsoft*

The old Coursera logo, featuring a stylized blue 'C' icon followed by the word 'coursera' in a blue, lowercase, sans-serif font.The new Coursera logo, featuring the word 'coursera' in a blue, lowercase, sans-serif font, separated from the old logo by a horizontal dashed line.

Blackboard or Anthology

The company offers a range of software and services in the fields of education, mobile technology, communication, and commerce. These offerings are provided to various clients, such as educational institutions, enterprises, and government entities.

Blackboard Learn partners: AT&T
Captivate
EPRI

Blackboard for Government partners: US Army
US Navy



<https://www.blackboard.com/en-uk/anthology>

Moodle

Network Rail-Moodle Workplace by Titus

Network Rail has achieved a unified learning environment with Moodle Workplace, which facilitates content distribution and creation, payment processing, analysis, and reporting for a maximum of 100,000 users. (<https://moodle.com/news/network-rail-moodle-workplace/>)



<https://moodle.com/partners/titus-learning-uk/>

<https://www.networkrailmediacentre.co.uk/resources/network-rail-logo>

Moodle

UK Police workforce

The College of Policing has enhanced staff engagement in leadership and management development using Moodle-powered learning.

The ability to take charge of learning has increased participation from underrepresented groups in L&D opportunities, with over 60% of workshop spots reserved by women.

Nearly 90% of surveyed staff reported a change in behaviour after completing Moodle Partner ACCIPIO's Toolkits and Workshops, including emotional intelligence, leadership style, communication, and teamwork improvements. (<https://moodle.com/news/empowering-leadership-management-in-uk-police-workforce/>)

<https://leadership.college.police.uk/>



Conclusion

Employee training helps workers learn and improve their abilities to improve their job performance. Employee training may boost motivation, productivity, and work quality thus, many companies invest in it. Employee training improves work effectiveness and company loyalty.

Employee training can be done through corporate e-learning, classroom sessions, one-on-one coaching, group seminars, or a combination. (Penfold,2022)

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- *Titus Learning* (no date) Moodle. Available at: <https://moodle.com/partners/titus-learning-uk/> (Accessed: 25 November 2023).

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- Penfold, S. (2022) *Why employee training is important (5 reasons)*, Elucidat. Available at: <https://www.elucidat.com/blog/why-employee-training-is-important/#:~:text=Many%20businesses%20invest%20in%20employee,as%20perform%20better%20at%20work.> (Accessed: 25 November 2023).