ELEARNINGNEWS ARTICLE

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What is an learning ecosystem?

You've heard of it, but you do not know exactly what it is.

There are three things to know about learning ecosystems.

1. A learning ecosystem is designed to improve and / or support both learning and performance
2. The learning ecosystem includes formal, informal and other forms of performance support that occur outside the educational environment
3. A learning ecosystem has many different parts

Why take an interest in a learning ecosystem?

Most employees perform better when they have the opportunity to learn at work. In addition, organizations perform better when they can benefit from updated employees. Especially nowadays, in the light of the challenges that organizations face every day. For example, what can workers do to safeguard their working future from the challenges of innovation (and not be replaced by robots, artificial intelligence or computer systems)? And what can organizations do to avoid being crushed by increasingly efficient, productive and innovative competitors?

Learning ecosystems are important because simple formal training at work is not enough. One must be aware of and support the ways in which employees learn informally about work.

What are the different parts of a learning ecosystem?

To have a solid learning ecosystem, you need to pay attention to these components:

1. Organizational culture

Organizational culture defines the set of behaviors, values and relationships that characterize the organization, both internally and in relation to the external environment. Is it possible to have a solid learning culture if it is not a fundamental part of organizational culture? Probably not.

2. People

People are at the center of the learning ecosystem and organizational cultures. The term "people" includes everyone: from the CEO to the team members and perhaps also the stakeholders (suppliers / sellers, customers). In a learning ecosystem, everyone has a role to play and everyone can benefit from the results.

3. Training content

People focus on content. The quality, relevance and accessibility of training content must be constantly improved to create a more robust learning ecosystem.

4. Technology

A robust learning ecosystem uses technology. This could include eLearning courses, learning management systems, performance support systems, desktop computers, mobile devices and more.

5. Learning strategy

Having a learning strategy will help you put all learning objectives in place and properly develop the learning ecosystem. First, it investigates the organization's business goals and aligns learning and performance support with those goals, updating them to the eventuality.

How to support employees with the learning ecosystem?

Ecosystems can support employees' learning and performance needs in a variety of ways, including:

1. Facilitate social learning and knowledge sharing

This may include creating a site dedicated to social learning, a group on social networks or planning socially friendly training events (such as lunches) and much more.

2. Support performance

This means helping employees access information when needed, while in the workplace (just-in-time).

3. Repeated reinforcement of what has been learned

Through typical techniques of distance learning.

4. Making self-learning accessible

Allow employees to access all training in addition to the training assigned to them.

Article taken from ConvergenceTraining