

How to Put Together a Future-Ready Learning Strategy

Effective career development is paramount in the future of government work.

In today's hybrid world, employees need digital solutions to prepare for the future. They also need learning platforms to help them identify and build skills. Those solutions and platforms need to be accessible, easy to use and FedRAMP-secured. (See definition below)

At a recent GovLoop training, two seasoned experts offered insight into how to craft a learning strategy that can help you and your team future-proof your career paths.

Lin Burton

Chief Learning Officer, Federal Prison Industries, Bureau of Prisons, Department of Justice

Steve Dobberowsky

Director in Thought Leadership and Advisory Services Team, Cornerstone

Do you have accessible, learner-focused training?

Old School

- Many formal, instructor-led courses
- Platforms that require substantial training
- Need helpdesk support
- Supervisor-led

VS.

Future Ready

- Continuous, independent access to content
- Adaptive learning
- Agile designs, like flipped classes
- Platforms with familiarity
- Supportive reference guides
- Supervisor access, with visibility
- User-driven
- AI to assist with personalized learning

Is your training relevant?

Old School

- Limited modalities and skill-building opportunities
- Biggest focus is on competencies

VS.

Future Ready

- Skill-focused training
- Micro and macro learning opportunities
- Includes variety of skills and modalities
- Emphasis on outcomes
- Experiences and apprenticeships
- Biggest focus is on capabilities



Old School

- Always create your own content

VS.

Future Ready

- Curate existing content from top providers
- Maintain FedRAMP secured status
- Provide tools with room to grow

Is your platform practical?

"We wanted a platform would work for any user at any level and would require minimum training... Instead of dragging people to training, I put some controls in place so that we've got users in the right place."

— Lin Burton

"Learners need to be able to access content on their own — that fits their style and generation."

— Steve Dobberowsky



“The outcome-based learning gives our folks that lens and capability to better prepare for what they currently do, but also to begin to be prepared for the future.”

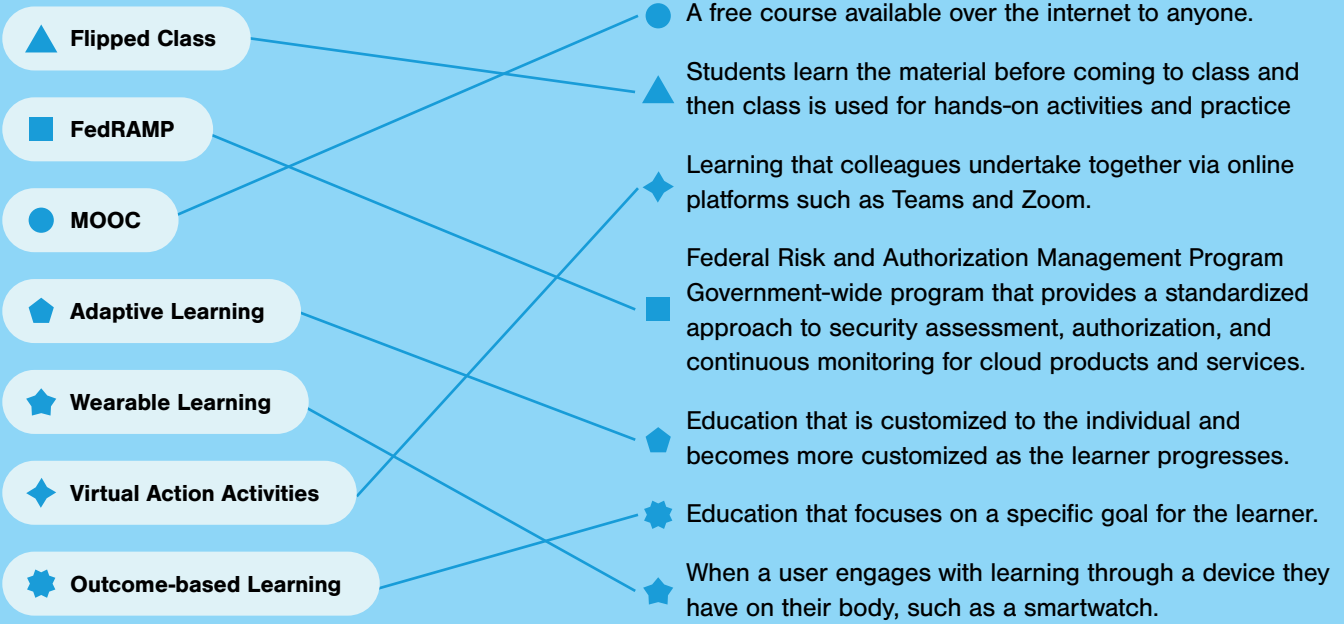
— Lin Burton

“Skills are the currency, and we have to get on board and recognize that.”

— Steve Dobberowsky



Know The Terms



“We’re not just curating content, but we’re also letting learners know what others are doing. So, there’s almost a social aspect to it. And also, creating specific custom pages for things that learners let us know that they’re interested in.”

— Lin Burton

Do you Know the Difference?

competencies

- standardized
- generalized
- looks to past and present

vs.

capabilities

- context sensitive
- specific to need
- looks to future

macrolearning

- complete picture
- continuous learning series
- focus on project or process as a whole

vs.

microlearning

- specific focus
- precise learning moment
- focus on a single skill or task

“You can start really simple, which is what I chose to do, and I’m adding capabilities as we’re ready for them.”

— Steve Dobberowsky