

# The Future of Learning | The Case for Change

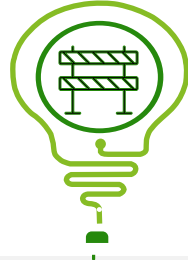
Learning and development opportunities were identified as the one of the most important reasons why millennials and Gen Zs chose to work for their current organization.

## Traditional Learning



- PowerPoint heavy training with learners in a passive role
- Limited opportunities for collaborative learning and building cross-Agency networks
- Presenter-dependent scheduling and live, in-person delivery reduces flexibility to learn in the flow of work

## Why Change?



- The average job tenure for current generations entering the workforce is less than two years, so the need for agile training is imperative
- Adaptive career development is a priority for many officers
- Leverage a competency and skills development approach
- Organizations with structured and standardized training processes experience higher employee satisfaction and engagement

## Future Learning Ecosystem



- **Learner experience** – mobile, interactive, collaborative, and immersive
- **Learning technology** – data-driven, AI-enabled integration of learning management, course catalogs, and recommendations
- **Personalized learning** – curated, skills-based, and mission-focused content tied to learner goals
- **Learning in the flow of work**
- **Integrated Talent Management** – the learning journey is inseparable from the career path and performance

## Deloitte's Expertise

- Ability to **leverage experience across the Federal, State and local governments and industry** to bring best practices and proven methodologies
- Recognized leader in higher education, Deloitte has been partnered with over **175 public and private higher education institutions** nationwide
- Proficiency with **modernized learning technologies** such as VR/AR training, mission simulation, gamification, and more
- Experts in **strategizing, road mapping and developing** cutting-edge future focused learning environments.

## Highlights



**Augmenting the current learning technology landscape** to retain flexibility in the workforces changing landscape



Data-driven approaches that implement **predictive learning** and empower **data-informed decision-making**



Enable the State of Georgia to **seamlessly assess** and **fine-tune** training and development to align with mission-needs and employee requirements



Human-centered instruction that creates an **immersive experience** for enhanced comprehension, retention, succession planning, and happier workforce

## For more information, please reach out to:



Andrew Dickey [ddickey@deloitte.com](mailto:ddickey@deloitte.com)

+1 813.619.4651

Human Capital Manager



Gene Fulcher [rfulcher@deloitte.com](mailto:rfulcher@deloitte.com)

+1 470.270.9670

Human Capital Manager