Developing Critical Competencies in Emerging Technologies for Instructional Designers

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Breakout Session #105
Room: Coronado EFG
Monday, Feb 15, 2016 @ 8:00AM
8:00AM – 9:00AM

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Presenters

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Agenda

- ID Competency Study
  - Research Partners
  - Research Design
  - Results

- Emerging Trend

- Developing Competencies

- Closing Comments
Research Partners

ATD’s mission is to empower professionals to develop knowledge & skills successfully.

IACET’s mission is to advance the global workforce by providing the standard framework for quality learning and development through accreditation.

R&A’s mission is to accelerate the potential of an organization’s talent pool and optimizes the performance of its people.
Overarching Question

- Have ID competencies changed?
- What other competencies are needed to be successful in the profession?
Focus Group: Qualitative Data (25)

- **Corporate Virtual Group**
  - 5 participants (2W/3M)

- **University IDs**
  - 6 participants (3W/3M)

- **Online Campus IDs**
  - 2 participants (2W/1M)

- **ATD Designing Learning**
  - 7 participants (5W/2M)
  - 5 participants (4W/1M)
Survey Results: Quantitative Data (1381)

Gender:
- Male: 32%
- Female: 68%

Age:
- 18-24: 0%
- 25-34: 11%
- 35-44: 33%
- 45-54: 25%
- 55-64: 25%
- 65-74: 6%
- 75+: 0%

Rothwell & Associates
The Standard for Lifelong Learning
ID Title Reflects Work: Job Title

- Yes: 63%
- No: 31%
- No Answer: 6%
Extended Roles of ID

- Project Manager
- Subject Matter Expert
- Change Agents
- Trainers
- Evaluators
- Multi-Media Specialist
In today’s VUCA world...

What is happening in your world that is impacting ID?
Survey Results: Emerging Trends

- 3D printing
- Wearable technologies (e.g. Google Glass)
- MOOCs
- QR Codes
- Badges
- Social media and social learning
- Game-based learning
- Adaptive learning (personalized learning)
- Mobile learning
- Virtual simulation
- Learning analytics
- Design content for use in various cultures or regions
- Infographics
- Storytelling

Never | Rarely | Sometimes | Often | Always

0% | 10% | 20% | 30% | 40% | 50% | 60% | 70% | 80% | 90% | 100%
Emerging Trends

- Storytelling (3/4)
- Infographics (2/3)
- Designing content for use in various cultures/regions
- Learning analytics
- Virtual simulation
Storytelling

Competencies:

- Thinks in a structured and organized manner (beginning/middle/end)
- Considers the audience’s experience and reaction
- Aligns story with objective
- Utilizes technology effectively

Reference:
Competencies:

- Extracts key concepts graphically
- Summarizes ideas in an organized manner
- Aligns images with key objective
- Communicates effectively (written/visual)

Reference:
Design content for use in various cultures/regions

Competencies:

✓ Recognizes cultural variations among learners
✓ Reflects on self and others
✓ Communicates effectively/appropriately
✓ Utilizes technology effectively to bridges gaps

Reference:
Learning Analytics

Competencies:

- Conceptualizes big data
- Thinks critically
- Combines complementary analytical approaches
- Validates methods of data collection and analysis

Reference:
Virtual Simulation

Competencies:

✓ Applies meaningful play
✓ Aligns simulation with objectives
✓ Engages the audience
✓ Utilizes technology effectively
✓ Utilizes best practices related to simulated learning

Reference:
Consider the following emerging trends:

- Storytelling (3/4)
- Infographics (2/3)
- Designing content for use in various cultures/regions
- Learning analytics
- Virtual simulation

How do you develop ID competencies to address these emerging trends?
Suggestions from Instructional Designers

- Partner with Multi-media specialist
- Be aware of various platforms (Apple; Android; Blackberry) and upgrades
- Know your tech support
- Use technology as a tool; not as the driver
- Continuously develop self MOOCs, Lynda, edX, Udemy, Youtube, Udacity)
Critical ID Competencies

Follow-up: IDs stated ...

- Interpersonal competencies (communicate effectively)
- Cross-cultural competencies
- Collaborative/Team Based work style
- Life long learning
- Innovative and creative (Think outside of box)
- Ability to locate, organize, and evaluate information (critical thinking)
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