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2022

Building the  
Next-Generation  
**Learning  
Technology  
Ecosystem**



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PREVIEW ONLY

## Introduction

Driving optimal results from L&D requires more than a strong learning strategy; it requires a well-oiled **ecosystem** of tools to author, deliver, and measure effective learning experiences.

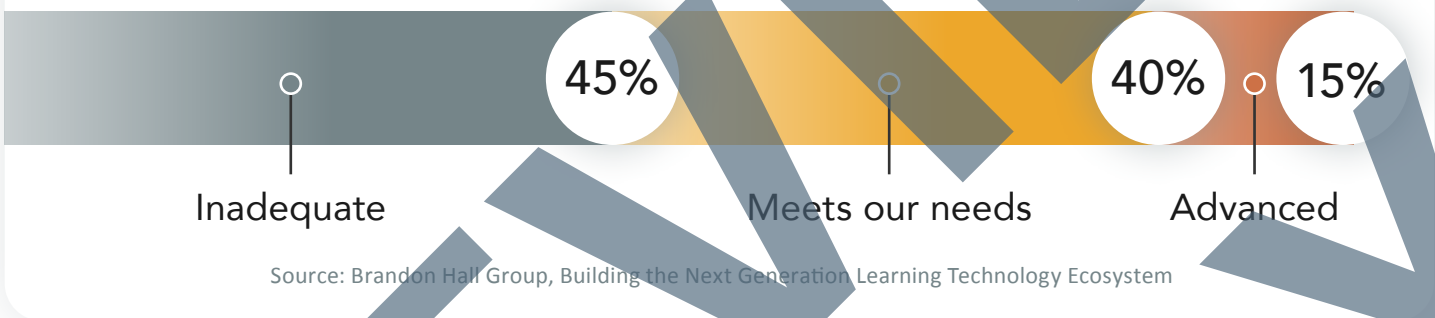
Newer strategies involving artificial intelligence (AI), machine learning (ML), virtual reality (VR), and augmented reality (AR) have given organizations opportunities for automation and enhanced learner experiences, but these new tools are also forcing organizations to change their approach to learning technology and embrace an evolution of their technology ecosystem.

There may be variations in definition from one organization to the next, but a learning technology ecosystem is essentially a network of content, data, people, process, and technology to support the learning infrastructure of an organization.

L&D's role in the organization has evolved tremendously over the last few years. Brandon Hall Group's Upskilling and Reskilling Study found that three-quarters of organizations say that business leaders consider L&D to be either very important or critical to the success of the business. The onset of the pandemic and the resulting shift to remote work has also raised L&D's strategic profile within the business as well. Keeping both remote and on-site workers learning, communicating, and collaborating fell quite often to the learning function.

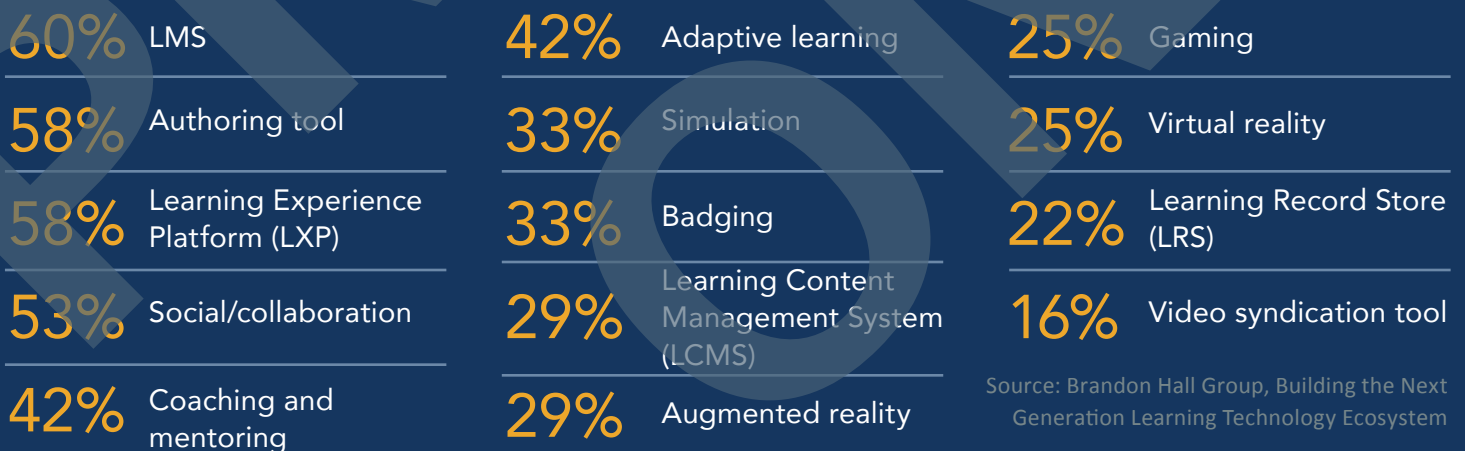
To make the most of this strategic position, L&D needs the tools and technologies to execute. However, for nearly half of organizations, the right technology is not in place.

## What is the state of your learning technology ecosystem?



As a result, there has been increased investment in L&D, especially when it comes to technology. No longer is the learning technology budget one or two items. Companies are now seeking a wider array of tools to be able to meet the needs of both learners and the business.

## Which of the following technologies will you invest in over the 1-2 years?



## Three Key Technologies to Consider

This next-generation learning technology ecosystem has to be focused on building skills. This is a key component in assessing different technologies. Because of this, immersive technologies like simulations and VR come into play. Tools that give an individual the opportunity

to experience that kind of learning, moving away from static, more traditional types of environments and into the more interactive, immersive, and experiential types of environments. To that end, let's look at three examples of next-generation learning technology that are tailor-made for building skills.

Perhaps the best way for people to build their skills is through practice. Yet, within the environment of corporate learning and training, learners are often not provided with those opportunities.

Brandon Hall Group's Upskilling and Reskilling Study found that **82%** of organizations with "high impact" learning programs provide opportunities to practice and apply knowledge.

These are companies where learning is having a strong, positive impact on outcomes like individual performance, time to proficiency, employee engagement, and more.

Among companies where learning is not having such an impact, **just 54%** provide practice opportunities.

