Introduction

Technology has truly changed our world. Now, more than ever, people have the ability to exchange knowledge, get educated, and meet their learning needs in a mobile, social, and timely manner.

The new generation of learners are:

**Mobile**
Those who have grown up in the digital age are used to using their devices to do just about everything including dating, banking, shopping, communicating, and even investing. Mobile users expect their learning to be available on their device and be available on the go, wherever they are.

**Social**
Social media has changed the way people exchange information. Billions of users share countless pieces of content each day, including videos, articles, quotes, and personal stories. The new generation of learners want to know what their immediate community knows about a certain topic and looks to their peers as trusted advisors when learning new information.

**Impatient**
The introduction of same-day delivery, online e-commerce, and instant feedback has created a need to have information and needs satisfied on an immediate basis. The new generation of learners expect learning to be much of the same; quick, to the point, and impactful.

The average person checks their phone 46 times per day
Five Technology Tools for a New Generation of Learners

#1: Mobile Applications

Need a way for learners to be more engaged during class? Are you wanting to improve retention rates in your learning programs? With billions of inexpensive mobile applications available on the app store in both Apple and Android formats, there are countless options for you to enhance your learning programs and keep your participants engaged.

Below are a few popular mobile learning applications:

**Udemy Online**
A global marketplace for learning and teaching online where more than 11 million students are mastering new skills and achieving their goals from over 40,000 courses taught by expert instructors.

**Lynda.com**
With a Lynda.com subscription, users can access an extensive library of technology, creative and business skill courses.

**LinkedIn Learning**
This application features the most in-demand business, tech and creative skills with personalized recommendations and courses taught by industry experts.

#2: Mobile E-Learning Platform

With more and more workforces allowing their employees to work remotely and be geographically dispersed, having a mobile learning solution is essential.

Having the ability to deliver your learning programs on a mobile device increases your capability to reach a broader audience and demographic, and makes content easier for your employees to consume, wherever they may be.

Below are a few of the most popular e-learning platforms:

**Adobe Captivate 7**
A well-known course authoring tool, this program allows you to publish courses as web applications that are accessible through mobile browsers.

**Claro**
A platform made by eLogic learning, this platform is cloud based and features project collaboration capabilities, hundreds of templates, and is fully integrated with the ESSential LMS.

**Lectora Inspire**
Lectora allows you to publish courses and content as web applications accessible through mobile web browsers. It also includes pre-made mobile templates and themes.

US Mobile Users spend 89% of their time on a mobile device within mobile applications
#3: Mobile Feedback Systems

Since most of your employees already have their mobile devices handy, why not put them to good use? Mobile feedback systems are a great way to engage your learners in a new and exciting way.

With mobile quiz and feedback technology, your learners can receive feedback in real-time and improve their ability to retain knowledge faster and easier.

Below are a few of the leading providers of mobile feedback technology:

**UMU**
A mobile real time interaction, microlearning, and experience-sharing application that can facilitate surveys, question and answer sessions, data and reports, discussion, and even flip chart slides.

**Qwizdom**
Features multiple solutions for interactive learning solutions that enhance presentations including mobile remotes, instructor tablets, and a mobile application.

**Poll Everywhere**
This application allows you to use a mobile application to ask your audience a question and allows your participants to respond in real time using mobile phones, Twitter, or web browsers, with results displayed live on the web or in a PowerPoint presentation.

#4: Social Learning Management System

Social Media has transformed the way society exchanges information. Instead of turning to the local newspaper for the news, readers turn to social media and engage with one another in breaking news stories, shocking videos, inspirational articles, and other impactful content. This type of behavior has created new needs for learners in the classroom.

Learners in the digital age want to exchange ideas, share knowledge, and learn from one another through socially-based learning platforms. In a Learning Management System that has social learning capabilities, learners can rate, share, recommend, and upload content into the system for others to see.

Below is a list of vendors in the talent management software industry that include features such as collaborative learning, mobile training, certifications, instructor-led training management, virtual training, analytics, and much more.

**Cornerstone OnDemand**
www.cornerstoneondemand.com

**SuccessFactors**
www.successfactors.com

**SumTotal**
www.sumtotal.com

**Blackboard**
www.blackboard.com

**Reflection Software**
www.reflectionsoftware.com

**SilkRoad**
www.silkroad.com

300+ Hours of videos are uploaded to YouTube every minute
#5: Microlearning Platform

In today’s society, we can get anything done in a matter of minutes or hours. We can have an online order delivered on the same day. We can transfer money online in a matter of seconds. We can get instant results on almost anything, which has made our society impatient. In fact, the human brain now has a shorter attention span than that of a goldfish; only 8 seconds!

Learners in the digital age want their information quick, to the point, and directed towards their individual needs. This type of mindset has created the need for microlearning in the workplace. Microlearning is a way of teaching and delivering content in the form of small, very specific bursts. The learners are in control of what and when they are learning.

One of the leaders in the microlearning space is a company called Grovo (www.grovo.com). Grovo operates an online platform that includes countless 60-second videos on just about any topic related to the workplace and professional development.

In addition to Grovo, many Learning Management Systems on today’s market feature microlearning platforms built in to their software, along with pre-loaded content that organizations can purchase on a per-user or enterprise-wide license basis.

88% of Millennials prefer to receive feedback in real time