The hottest trends in online learning

Wouter Hustinx
Anne Appeltans
29 april 2016

DE HOGESCHOOL
MET HET NETWERK

Hogeschool PXL – Elfde-Liniestraat 24 – B-3500 Hasselt
www.pxl.be - www.pxl.be/facebook

Leren anno 2016 is

online
overal & voor iedereen

coursera

UDACITY
Learn. Think. Do.

edX

canvas
NETWORK

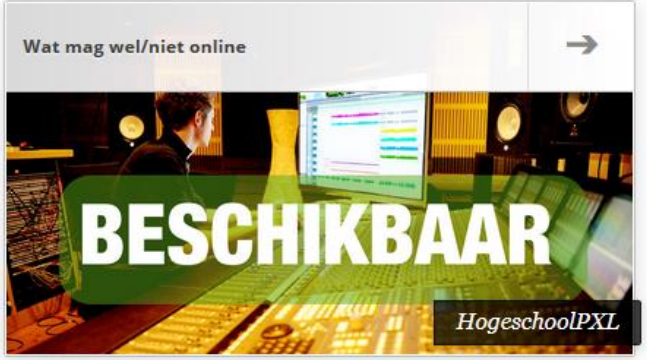
NovoED

iversity

OPEN
2 STUDY

Future
Learn

Kinderen online
BESCHIKBAAR
HogeschoolPXL


Wat mag wel/niet online
BESCHIKBAAR
HogeschoolPXL

Media en gezondheid
BESCHIKBAAR
HogeschoolPXL

Veilig online
BESCHIKBAAR
HogeschoolPXL

Online informatie zoeken
BESCHIKBAAR
HogeschoolPXL

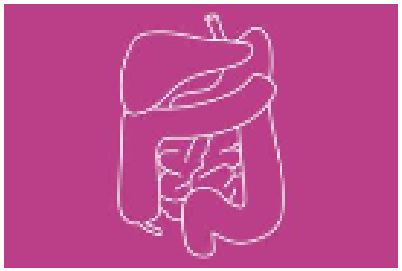
Online privacy
BESCHIKBAAR
HogeschoolPXL

MOOC Mediawijsheid – Hogeschool PXL

- Looptijd
  - Januari tot maart 2015
- Inhoud
  - 10 mediawijsheidsthema's
- Didactisch
  - Minicolleges en bijkomend leermateriaal, discussies
  - Live coaching, interactie met en tussen deelnemers
  - Geen accreditatie
  - Enkel uitgaan van intrinsieke motivatie
- Resultaat
  - 1250 deelnemers
  - Hoge dropout
  - Vandaag nog in gebruik

University of leeds

FREE UNIVERSITY OF LEEDS COURSES

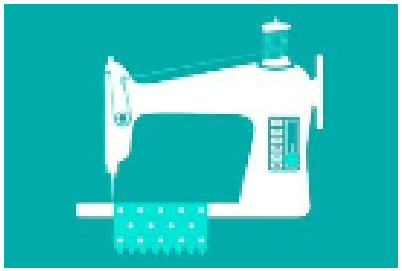


ANATOMY: KNOW YOUR ABDOMEN

UNIVERSITY OF LEEDS

How much do you know about your abdomen and how it works? Discover what you know already and find out more.

2 May | 2 weeks | 2 hours pw | Certificate | More



INNOVATION: THE FASHION INDUSTRY

UNIVERSITY OF LEEDS

Understand how big fashion retailers innovate and discover the story behind a favourite piece of your clothing.

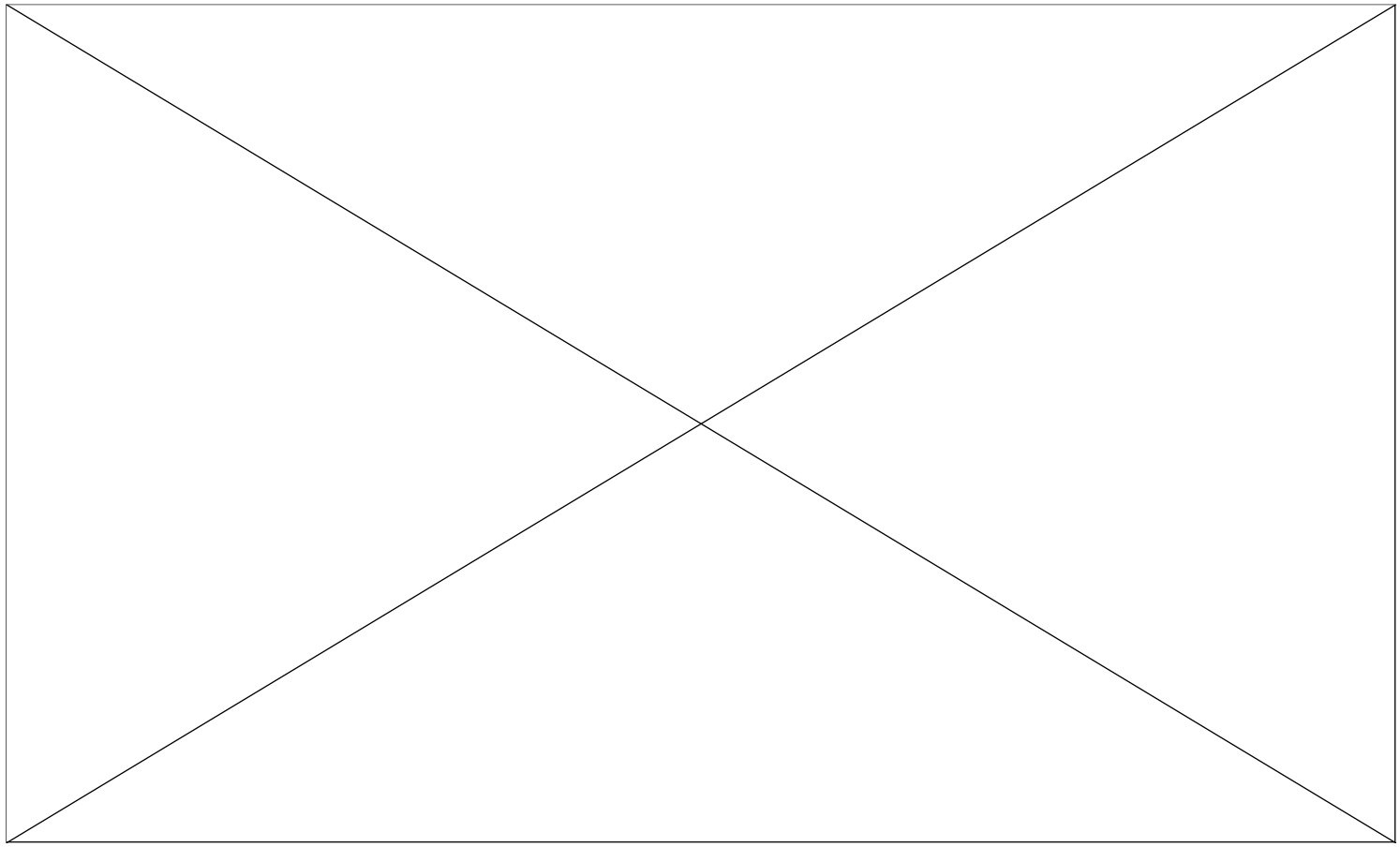
2 May | 2 weeks | 2 hours pw | Certificate | More

University of Leeds

- Aanbod
  - Korte online cursussen (n = 20+)
- Looptijd
  - Iedere maand
- Didactisch
  - Begeleiding, zelfgestuurd
  - Hergebruik van MOOC
- Resultaat
  - 150.000 deelnemers tot dusver
  - Kostprijs nul
  - Waarom? ‘Open education’ & ‘branding’
  - Upcoming: credits verzamelen via online learning

Morris, N. (2016, april 8th). *Keynote at Blackboard Teaching and Learning Conference.* The Netherlands: Groningen.

Harvard EDX CS50



https://www.youtube.com/user/cs50tv

MEET THE MODERN LEARNER

As training moves to more digital formats, it's colliding with new realities in learners' jobs, behaviors, habits, and preferences.

Today's employees are overwhelmed, distracted, and impatient. Flexibility in where and how they learn is increasingly important. They want to learn from their peers and managers as much as from experts. And they're taking more control over their *own* development.

OVERWHELMED...

Number of times online every day

early days of the Internet **5** | today **27**

41 % of time workers spend on things that offer little personal satisfaction and do not help them get work done.

DISTRACTED...

Knowledge workers are constantly distracted with millions of websites, apps, and video clips.

Most learners won't watch videos longer than **4** minutes

People unlock their smartphones up to **9** times every hour

2/3 of knowledge workers actually complain that they don't have time to do their jobs

IMPATIENT...

Online, designers now have between **5** and **10** seconds to grab someone's attention before they click away

5 Workers now get interrupted as frequently as every **minutes**— ironically, often by work applications and collaboration tools

1%

of a typical workweek

is all that employees have to focus on training and development

UNTETHERED

Today's employees find themselves working from several locations and structuring their work in nontraditional ways to accommodate their lifestyles. Companies are finding it difficult to reach these people consistently and even harder to develop them efficiently.

37% of the global workforce is expected to be "mobile" by the end of 2015

30% of full-time employees do most of their work somewhere other than the employer's location

20% of workforce comprised of temps, contractors, and freelancers

ON-DEMAND

Employees are accessing information—and learning—differently than they did just a few years ago. Most are looking for answers outside of traditional training and development channels. For example:

To learn what they need for their jobs, employees access: search engines / online courses **70%+** 50-60%

People are increasingly turning to their smartphones to find just-in-time answers to unexpected problems

COLLABORATIVE

Learners are also developing and accessing personal and professional networks to obtain information about their industries and professions.

~80% of workforce learning happens via on-the-job interactions with peers, teammates, and managers

Learners are:

- asking other people
- sharing what they know

at Google, **55%** of training courses are delivered by an ecosystem of **2,000+** peer learners

EMPOWERED

Rapid change in business and organizations means everyone needs to constantly be learning. More and more people are looking for options on their own because they aren't getting what they need from their employers.

2½ to 5 Half-life (in years) of many professional skills

38% of workers who say they have opportunities for learning and growth at their workplace

62% of IT professionals who report having paid for training out of their own pockets

Bersin by Deloitte.

Tauber, T. & Johnson, D. (2014). *Meet the Modern Learner (Infographic).* Bersin by Deloitte.

Micro learning

- Wat?
  - Kleine, zeer specifieke eenheden
  - Zeer resultaatsgericht
  - Lerende kiest waar en wanneer hij leert
- Waarom?
  - “Effects of the highly digitalized lifestyle on the brain”
  - The new generation of learners / employees

INFORMEEL LEREN FORMEEL LEREN

Calissen, L. (2016). *Why Micro Learning Is The Future Of Training In The Workplace.* Geraadpleegd op 29 april 2016 op http://elearningindustry.com.

Virtual Reality & games

- Online leren → video-content
- VR geeft een extra dimensie
  - Authenticitiet
  - Personalisering
    - Hoe aansturen binnen een leeromgeving?
- AAA games

INFORMEEL LEREN FORMEEL LEREN

‘The Education Cloud’

- Kwalitatieve, multimediale content
  → omni-beschikbaar
- Open content
  → inschuiven in bestaande curricula
- Accent ligt NIET op materiaalontwikkeling, maar op **selecteren, arrangeren en…**

BEGELEIDEN

Education-As-A-Service (EaaS-model)

- Education should adapt to the changing market
  - Ontbundelen van curricula
    - Curricula op maat
    - Multidisciplinair!
    - Onvoorspelbaar
    - Opleidings- en instellingsoverstijgende trajecten
  - “Pay for what you need”
  - Vraaggestuurd i.p.v. aanbodgestuurd
  - “Customer for life”

Onderwijzen = Begeleiden

Craig, R. (2014). Education-as-a-service: 5 ways higher ed must adapt to changing market. Geraadpleegd op 29 april 2016 op http://venturebeat.com/2014/05/11/education-as-a-service-5-ways-higher-ed-must-adapt-to-a-changing-market

Hoe deze verschillende leerwegen monitoren en valideren?

Monitoren: Learning Analytics

- Online leeromgeving/-platform
- Data = informatie
  - Over het **leergedrag**
    - Is de student actief?
    - Is de student succesvol?
    - Welke keuzes maakt de student? Welk materiaal bekijkt hij/zij?
    - Hoeveel tijd spendeert de student aan het materiaal?
  - Over de kwaliteit van het **didactisch aanbod**
    - Welke objecten worden bekeken?
    - Hoe lang kijken lerenden naar het materiaal?

Dashboard

Onderwerp statistieken

Selecteer onderwerp: Ontbijtseminarie

Zoek student: Zoeken

Prestatie	Voortgang	Naam	Gemiddelde Score	Aantal Pogingen Per Test	Gemiddelde Te Spendere...	Te Spenderen Tijd Aan M...
			100%	14	een paar seconden	97%
			100%	14	een paar seconden	100%
			100%	14	een paar seconden	100%
			29%	14	een paar seconden	100%
			100%	14	een paar seconden	100%
			100%	14	een paar seconden	100%
			86%	14	een paar seconden	100%
			100%	14	één minuut	100%
			100%	13	een paar seconden	100%
			100%	13	een paar seconden	100%

« ‹ 1 2 3 4 5 › »

Monitoren: Learning Analytics

- **Data = informatie voor…/over…**
- **Docent**
  - … activiteit van studenten
  - … voortgang van studenten
  - … kwaliteit van leeromgeving & -objecten
- **Student/lerende**
  - … hoe ik het feitelijk doe
  - … hoe ik het doe t.o.v. de norm?
  - … hoe ik het doe t.o.v. medestudenten?

Monitoren: Learning Analytics

- **(Data →) Informatie → acties & beslissingen**

- **Docent**
  - Gericht(er) coachen
  - Differentiëren
  - Automatisch differentiëren o.b.v. predictive analytics
  - Leeromgeving kwalitatief verbeteren

- **Student/lerende**
  - Beïnvloedt leerstrategie, motivatie & self-efficacy

Valideren

Pursue a Verified Certificate

Highlight your new knowledge and skills with a verified certificate. Use this valuable credential to improve your job prospects and advance your career, or highlight your certificate in school applications.

Benefits of a Verified Certificate

- **Official:** Receive an instructor-signed certificate with the institution's logo
- **Easily shareable:** Add the certificate to your CV or resume, or post it directly on LinkedIn
- **Motivating:** Give yourself an additional incentive to complete the course
- **Support our Mission:** EdX, a non-profit, relies on verified certificates to help fund free education for everyone globally

Pursue a Verified Certificate ($90 USD)

Audit This Course (No Certificate)

Audit this course for free and have complete access to all the course material, activities, tests, and forums. **Please note that this track does not offer a certificate for learners who earn a passing grade.**

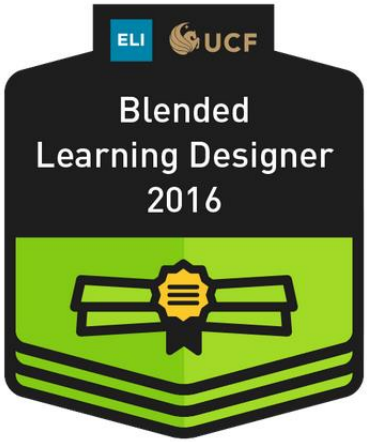
Audit This Course

https://www.edx.org/course/introduction-computer-science-harvardx-cs50x

Open Badges & Backpack

Give credit where credit is due.

Give Credit Now



Credential

DeakinDigital certifies experience and allows individuals to demonstrate their skills in the workplace.

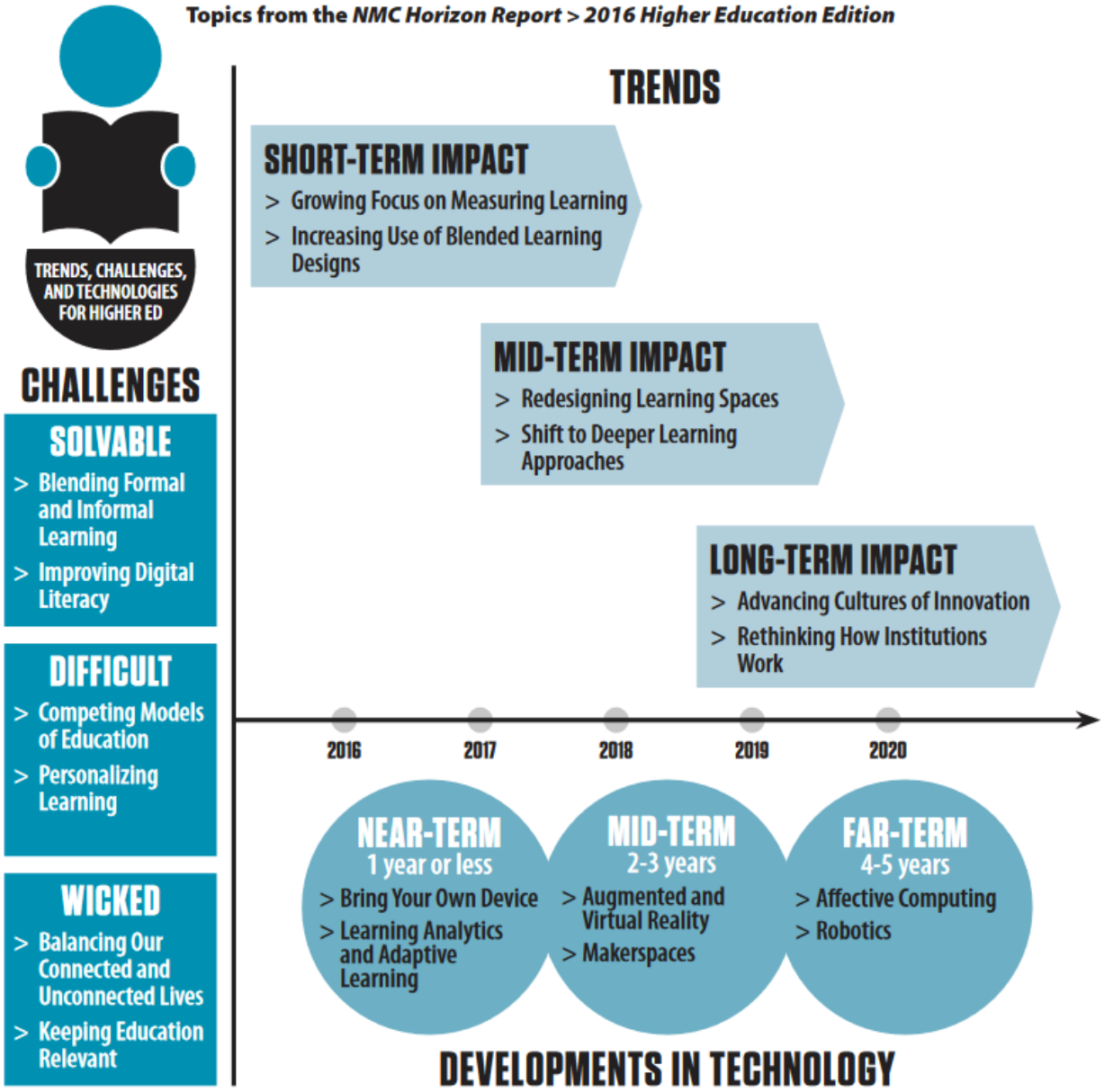
Validate

EDUCAUSE validates the accomplishments of IT professionals in higher education through a range of training programs and experiences.

Acknowledge

Harvard IT Academy acknowledges employees who acquire skills across a number of IT competencies.

https://credly.com/



Johnson, L., Adams Becker, S., Cummins, M., Estrada, V., Freeman, A., and Hall, C. (2016). *NMC Horizon Report: 2016 Higher Education Edition.* Austin, Texas: The New Media Consortium.