

Learning and Development in The Current Economic Downturn  
Plenary Session III

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# **Learning On-Demand and Fostering Informal Sources Of Learning Including E-learning**

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# Why invest in learning?

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Invest in learning initiatives that are critical to business success

- **Innovation and invention (new insights)**
- **Product development (time to market) strategies**
- **Talent development for succession planning**

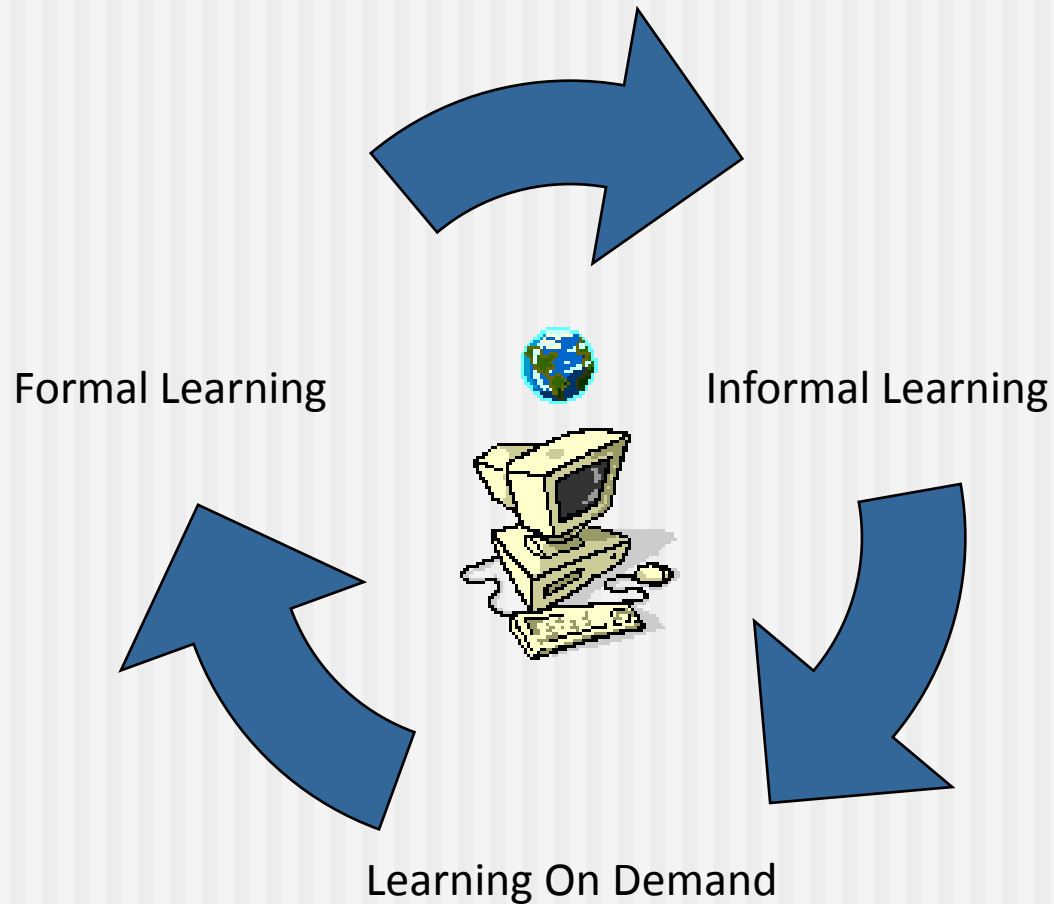
# Learning and Talent Development in a Life Science Organization

Small (1-49), Medium (50-149), Large (150+)

| <b>Overview of Jobs in a Small Biotechnology Company (1-49 Employees)</b>  |  |  |   |
|--|--|--|---|
| <b>Research:<br/>Discovery and Pre-clinical</b>  | <b>Operations:<br/>Process/Product Development</b>   | <b>Quality: Control and Assurance</b>  | <b>Finance, Administration and Information Systems</b>  |
| <ul style="list-style-type: none"> <li>➤ VP of R&amp;D</li> <li>➤ Senior Scientist</li> <li>➤ Scientist</li> <li>➤ Research Associate</li> <li>➤ Laboratory Support</li> </ul> | <ul style="list-style-type: none"> <li>➤ Director</li> <li>➤ Supervisor</li> <li>➤ Associate</li> <li>➤ Technician</li> <li>➤ Facilities Manager</li> <li>➤ Facilities Technician</li> </ul> | <ul style="list-style-type: none"> <li>➤ Director</li> <li>➤ Supervisor</li> <li>➤ Analyst</li> <li>➤ Technician</li> <li>➤ Documentation Coordinator</li> </ul> | <ul style="list-style-type: none"> <li>➤ Chief Financial Officer</li> <li>➤ Accounting Manager</li> <li>➤ Application Systems Specialist</li> <li>➤ Accounting Clerk</li> <li>➤ HR Manager</li> <li>➤ Receptionist</li> <li>➤ Administrative Assistant</li> </ul> |
| <p><i>Source: Feena D. Hanes, New England Board of Higher Education, for MassBio, Cambridge MA</i></p>   |  |  |   |

# Managing Talent Development Through Knowledge Management

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# Formal Learning

## Talent Management



Multiple Delivery Modes

- On Campus
- Company Site
- Distance Learning

# DATA POINT

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The U.S Department of Labor estimates that about 70% of all organizational learning can be considered informal.

# What exactly is informal learning?

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“It’s the process of learning on the job: interacting with your peers, interacting with your customers and suppliers, and finding out new things that help you be more effective,” .....

Source: Article “Hands Off: Facilitating Informal Learning”, by Agatha Gilmore, Chief Learning Officer Magazine, October 2008.

# Learning Preferences For Professionals

Learning Preferences for Professionals 2008 - Survey

**Which of the following best describes your preference in managing your knowledge for professional development? (select all that apply)**

| <b>Answer Options</b>              | <b>Response Frequency</b> | <b>Response Count</b> |
|------------------------------------|---------------------------|-----------------------|
| <b>Blogs</b>                       | 8.3%                      | 21                    |
| <b>Classroom-based instruction</b> | 65.7%                     | 167                   |
| <b>Conferences</b>                 | 48.8%                     | 124                   |
| <b>In-house training</b>           | 35.8%                     | 91                    |
| <b>On-line courses</b>             | 46.5%                     | 118                   |
| <b>On-the-job experience</b>       | 64.2%                     | 163                   |
| <b>Seminars</b>                    | 59.8%                     | 152                   |
| <b>Webinars</b>                    | 31.9%                     | 81                    |
| <b>Wiki's</b>                      | 9.1%                      | 23                    |
| <b>Workshops</b>                   | 52.0%                     | 132                   |
| <i>answered question</i>           |                           | <b>254</b>            |
| <i>skipped question</i>            |                           | <b>0</b>              |

# Learning On Demand

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From formal learning to informal learning, organizations and professionals are seeking learning resources to foster new insights, keep current, be competitive, and stay marketable.

- Learning on-demand addresses the need for training and related information to be available quickly and easily.
- The idea behind learning on-demand is to give employees, customers and partners just the training they need in the context of their jobs.

# Statistics on Distance Learning

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- One-third of all postsecondary schools offer distance learning courses.
- 8% of postsecondary schools offer college-level degree or certificate programs completely through distance learning.
- 55% of 2-year and 4-year institutions offer college-level credit-granting distance learning courses at either the undergraduate or graduate level.
- The top 3 technologies used to deliver courses involved internet-based, two-way interactive video, and one-way prerecorded video.

# Open Courseware Consortium (OCW)

<http://www.ocwconsortium.org/>

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An OpenCourseWare is a free and open digital publication of high quality educational materials, organized as courses.

The OpenCourseWare Consortium is a collaboration of more than 200 higher education institutions and associated organizations from around the world creating a broad and deep body of open educational content using a shared model.

The mission of the OpenCourseWare Consortium is to advance education and empower people worldwide through opencourseware.



## UCI OpenCourseWare

- Capital Markets (NIRI)
- Fundamentals of Business Analysis
- Fundamentals of Personal Financial Planning
- Medical Product Quality Systems
- Online Instructor Training
- Regulatory Requirements for Pharmaceutical Products
- Training and Human Resources Development
- White-Collar and Corporate Crime