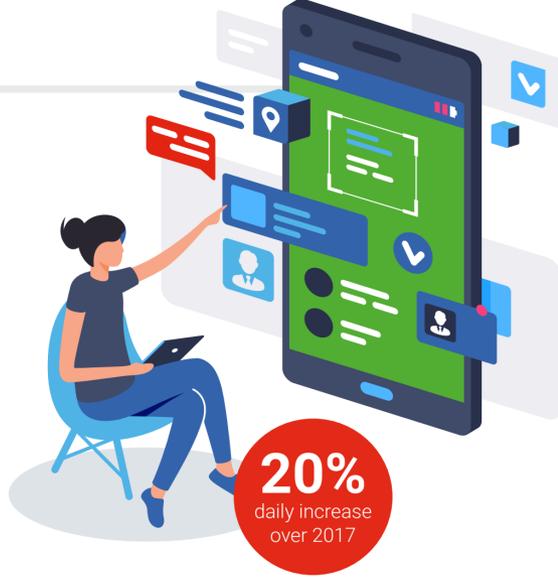


# Learn Like You Live: How We Live and Learn

From the proliferation of smartphones to the sunsetting of physical media in favour of streaming services, the way we consume information continues to change. Not only has the internet made a significant impact on the availability of information, it's **actually been changing the way our brains work.**

## Did you know?

Americans now **check their phones** once every ten minutes, or **96 times per day**



The wide and constant availability of search engines is changing how we process information:

*When individuals anticipate having future access to information, their rates of recall decrease. Conversely, their recall for where to access this information increases. People are more likely to excel in resourcefulness than they are in retaining information.*



95% of teens ages 13 to 17 report having access to or owning a smartphone.

## The Evolution of Employee Learning

Whether the task at hand is reskilling or upskilling, employee learning is evolving and a new, people-centric approach is urgently needed. One of the largest challenges is being proactive in anticipating the needs of an emerging generation: Gen Z.



**65%** of K-12 educators say they use digital tools every day, with 53% saying they'd like to use technology more often.

This blended learning has set learning expectations for younger generations in the workplace.

**40%** of Gen Z and Millennial learners want a self-directed learning experience

74% of talent developers plan to make changes to their learning programs to accommodate Gen Z.



Even with the immersion of AI into our workplace, **decisions about business will always be made on a human-to-human level.** We must take greater strides to meet learners not only where they are, but where they're going within our organizations.

Learning Experience Platforms (LXPs) are one example of how technology is meeting the demand for new modes of learning. **LXP users can gain support via social media, review recommendations, and upload learner-generated content**—all while satiating the multigenerational need to remain hyper-connected.