

# Informal Learning

## Learning beyond the LMS is the new norm.

Today's workforce has moved beyond the borders of traditional learning management. By observing, curating and evaluating informal learning through an Experience API (xAPI)—a specification to track learning experiences—you can empower your people to learn how they learn best and become better at their jobs.

## Self-directed and unscheduled, informal learning is how your workforce is learning to do their jobs.

The first place most of your workforce looks for training, even when an employer provides a learning system, is a search engine. The informal learning that follows are videos, articles, or any variety of learning methods.

## Encourage lifelong learning and gain a more engaged and productive workforce.

Providing a structure that keeps up with trends like mobile and social learning, gamification and micro-learning keeps your people actively learning and more likely keep up with the skills they need to be better performers.

### With SumTotal you can:



your people by encouraging them to own their learning goals and progress.

with social learning and networking for sharing and communication.

a dynamic, continuously learning and self-motivated culture.

“...The emergence of the xAPI makes everything we do part of learning.”

**Josh Bersin, “The Disruption of Digital Learning: Ten Things We Have Learned”<sup>1</sup>**

1 Josh Bersin, “The Disruption of Digital Learning: Ten Things We Have Learned,” March 2017  
2 <https://elearninginfographics.com/the-importance-of-informal-learning-infographic/>  
3 <http://blog.matrixlms.com/informal-learning-happens-all-the-time-anywhere/>  
4 <https://www.td.org/Publications/Blogs/Career-Development-Blog/2016/10/Finding-the-Value-in-Informal-Learning>



of workers are engaged with informal learning every day<sup>2</sup>



of workers would spend more time on informal learning if it was tracked and given professional credit<sup>3</sup>



of workers browse for learning content online when they need to learn a new skill<sup>4</sup>