

# Changing Demographics

## Setting the Stage - Session 2

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# What is a Changing Demographic?

- **Age**
  - Youth
  - Aging
- **Statistics**
  - Where they work
  - Where they live
- **Interest**
  - Evolving attention span: Average attention span is 8 seconds, but selective
  - Always connected



# What Challenges Do We Face?

- **Visual vs Auditory Learners**

- Seeing an instructor is not important; seeing and hearing content is

- **Engagement**

- Interaction between learners and instructors
- Gamification
- Question and Surveys with real-time results
- Hands-on participation (VR, role playing, exercises, discussions)



# Viewpoints on How to Address These Challenges

- **Leverage Technology**
- **Cultural Competencies** (collaboration, critical thinking, innovation, change management, agility)
- **Mico-Learning - Targeted Training “snippets”**
- **Conversational Storytelling**
- **Adaptive Learning – only what they need to know**
- **One size does not fit all**
- **Meet them where they are**

