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New Trends and Challenges in Workplace Learning and Education

The world of today is changing at such a pace that people could not have imagined a decade ago. Changes in all forms have affected not only what employees do in the workplace but also how employees should perform. To cope with all these changes, employee should learn not only to become efficient in one particular skill but also to become multi-skilled and learn new skills as the previous skill becomes obsolete. Training is thus the best way to align the person's skills with the inevitable changes that will take place in the work environment. Indeed, training is a continuous learning and educational process. In this paper, the author examines the new trends and challenges in workplace learning and education. Implications are made to maximize the effectiveness of training in enhancing organizational success.