SESSION OVERVIEW

Future-Focused Learning and Development

## Keynote

# Opening Key Note

**Speaker**

* Tina Varughese, Diversity and Inclusion Guest Speaker, tWorks

**Description**

Employment equity, diversity and inclusion (EEDI) is a government-wide corporate therefore such an important theme for this year’s LearnX!

Join us for our amazing opening keynote session with Tina Varughese. She will cleverly tackle this hot and intricate topic, in today’s complex climate. Using her unique sense of humour and energy, she’ll outline common challenges that organizations face in adopting and promoting EEDI. She’ll further describe, weaved in her own stories, how we can improve EEDI in our learning projects.

## Panel

# Accessibility

**Moderator**

* **Julie Bélisle-Boutet,** Manager, Digital Accessibility in Learning, User Experience Directorate, Canada School of Public Service

**Panelists**

* **Carolyn Wood,** Supervisor of Learning and Development, Health Canada
* **Shawn Thompson,** Digital Accessibility Technical Advisor, Shared Services Canada
* **Alison Szawiola,** Senior Project Officer, Free Agent, Treasury Board of Canada Secretariat

**Panel Description**

Delve into the forefront of inclusive design with our accessibility panel. Engage in insightful discussions on best practices, emerging trends, and real world challenges in creating accessible learning experiences. Our expert panelists will explore key topics such as, universal design, learner experience considerations and the ever evolving landscape of accessibility standards.

They will further examine the delicate balance between technology and content in accessible training, cultivating an accessible mindset, accountability in accessibility reporting, and the pivotal role of empathy in creating truly accessible learning experiences. Don’t miss out on this dynamic conversation shaping and advancing the future of accessible learning.

## Session

# Digital Learning Design: Agile Learning Experience Design (ALXD) at the Canada School of Public Service Digital Academy

**Speakers**

* **Éliane Dorval,** Senior Learning Designer
* **Kimberley Hutchinson,** Senior Learning Experience Designer
* **Dorcas Kashiba,** Learning Experience Designer
* **Elissa Allaw,** Senior Learning Experience Designer
* **Emily Canie,** Learning Experience Designer

**Description**

As learning designers, we recognize the challenges that modern public servants face in juggling multiple responsibilities. In our commitment to fostering continuous learning and delivering value to our learners, we are trying to adapt our learning design approaches to meet the needs of our learners. Join us for some practical insights on what a digital mindset looks like in learning design. Actively engage in reflective discussions with your colleagues about digital learning design practices.

By the end of this session, participants will have:

* actively engaged in reflective discussions about digital learning design practices (frequent iterations, bite-sized learning, and improvement)
* gained practical insights on what digital mindset looks like in learning design
* resources to enhance your own practices

## Session

# Data Literacy Fundamentals for Learning

**Speaker**

* **Zsolt Olah,** Senior Learning Technologist, Amazon

**Description**

Data literacy is the ability to read, write, communicate, and persuade with data. Why would learning professionals need data literacy in the age of AI? Because AI feeds on data. And so, before we start prompt engineering all kinds of answers, we need to make sure we speak data, the language of impact. While we don’t need to be perfect, we do need to practice. This session is about practicing speaking data through critical thinking while analyzing the dashboard of a simulated pilot project. The session is built using a fake data generator to make the simulated project data realistic. After discussing potential biases, mistakes, and misconceptions, you’ll walk away with the power of the 4C’s (curiosity, creativity, critical thinking, and culture) and access to a digital resource to continue your journey online after the conference.

**Learning outcomes:**

* Value the importance of data literacy before implementing a measurement and evaluation process (Learning-Transfer Evaluation Model).
* Apply the 4C’s (curiosity, creativity, critical thinking, and culture) to avoid falling into 4 common data traps.
* Practice decision-making about data statements based on dashboard charts.
* Experience a narrative-driven, hands-on approach to practicing data literacy.

## Panel

# Meet Your HOLF Executive Steering Committee

**Moderator**

* **Alan Daly,** CTDP, Technical Advisor - Learning, Shared Services Canada

**Panelists**

* **Jean-Pierre Rousseau,** Director, Faculty Management and Learning and Design Support, Canada School of Public Service
* **Marcia Johnson,** Director, Enterprise Learning Academy, Immigration, Refugees and Citizenship Canada
* **Julie Stevenson,** Manager, Enterprise Learning Academy, Immigration, Refugees and Citizenship Canada
* **Simon Paré, Director,** Learning, Public Safety
* **Elizabeth Priest,** Manager, LMS and eLearning Services, Shared Services Canada

**Description**

The Heads of Learning Forum Community of Practice is overseen by passionate volunteers and leaders within many departments and agencies. HOLF’s mission is to foster outreach and engagement within the GC learning community, to drive innovation, seek continuous improvement, capitalize on common needs and support mutual interests and collaboration. LearnX was born out of the amazing work that HOLF leads, bringing together the entire community for its own professional development day.

Come and meet some of the dynamic people leading HOLF to hear from them what HOLF does and get their perspective on what they see as critical to future focused learning and development.

## Panel

# Social Engagement/Facilitation & Virtual/Blended Delivery… Where to start?

**Moderator**

* Moe Poirier, Founding Partner, Shift Facilitation

**Panelists**

* **Hugh King,** Human Resources Advisor, Corporate Learning Design and Delivery, Health Canada
* **Connie Holt,** Senior Learning Advisor, Canada Revenue Agency
* **Alan Magnan,** Director, Master Trainer, Langevin

**Description**

The world of learning is evolving with the adoption of new technologies and diverse approaches in how to facilitate in today’s hybrid world. Join this panel where facilitation experts will explore new and innovative techniques being employed for learners and learn how new technologies will disrupt traditional approaches.

The panel discussion will include an interactive Q&A session allowing attendees to engage directly with the panelists.

## Session

# Inclusive Practices: Where to Start?

**Speaker**

* **Maryse Sullivan,** University of Ottawa

**Description**

Diversity is the norm, not the exception. We should design learning with this principle in mind.

But why and how? And what do “inclusion” and “diversity” mean in the context of adult learning?

In this session, we will attempt to answer these questions by proposing avenues for reflection and action, as well as resources to explore these themes in greater depth. Using real-life experiences, we’ll identify challenges and make suggestions for more caring, compassionate and inclusive ways forward in a learning environment.

## Session

# Augmenting Your Everyday L&D with AR

**Speaker**

* **Betty Dannewitz,** Immersive Experience Designer and Learning Solutions Architect, Blanchard

**Description**

As learning and development professionals, we are constantly looking for better ways to create effective and engaging experiences for our learners. How we develop scenarios, hands on experiences, and job-aids will help build a foundation for quality work and efficient processes.

When looking at how to create these experiences we have a lot of tools and techniques available. One of the most powerful new tools in that toolbox is augmented reality (AR).

During the session, we will be reviewing the tools, techniques, and best practices to enhance your everyday L& D designs to include augmented reality. You will examine multiple learning design scenarios and explore best practices on how AR can enhance them. You will review common AR development tools and techniques and explore how they can be used to supplement your blended learning approach. You will experience examples of AR enhancements and then apply that knowledge to build on your own.

**Learning Outcomes**

* Experience how adding AR segments to your blended learning solutions enhances engagement and solidifies learning.
* Experience an AR-enhanced learning experience demo
* How to enhance an existing learning project through Storyline and/or other modalities
* Explore something innovative to set your learning solutions apart

**Agenda**

Review the tools, techniques, and best practices to enhance your everyday L&D designs to include augmented reality. You will examine multiple learning design scenarios and explore best practices on how AR can enhance them. You will review common AR development tools and techniques and explore how they can be used to supplement your blended learning approach.

You will experience examples of AR enhancements and then apply that knowledge to build on your own.

## Session

# Impactful DEI training through experiential learning

**Speaker**

* **Sarah Power,** Senior Learning Advisor, Global Affairs Canada
* **Alejandro Bascopé Alípaz,** Learning Advisor, Global Affairs Canada

**Description**

How do you advance learning on EDI while also keeping inclusion at the heart of your design?

This is the challenge faced by the Centre for Learning in Intercultural Effectiveness and International Assistance Policy, part of the Canadian Foreign Service Institute (CFSI) at Global Affairs Canada. This interactive presentation will explore the intricacies of designing effective learning experiences that support Global Affairs Canada’s equity, diversity, and inclusion (EDI) commitments. For decades, the Centre has been designing training around the experiential learning cycle and they will share how it creates learning environments that embrace a diversity of perspectives, placing learners at the center of the educational experience. Finally, they will invite participants to reflect on the design principles that underpin their learning products, and how these can lead to more inclusive learning spaces and better learning outcomes.

**Learning outcomes**

* Understand how the CFSI is meeting the complex EDI needs of Global Affairs Canada through a range of learning products and topics.
* Recognize how an adult education approach based on experiential learning can contribute to more inclusive learning settings.
* Reflect on the design principles that should underpin the development of learning products so that they are more equitable and inclusive.

**Agenda**

How do you advance learning on EDI while also keeping inclusion at the heart of your design?

Learn how the Centre for Learning in Intercultural Effectiveness and International Assistance Policy, part of the Canadian Foreign Service Institute (CFSI) at Global Affairs Canada address this challenge in this interactive presentation that will explore the intricacies of designing effective learning experiences that support Global Affairs Canada’s equity, diversity, and inclusion (EDI) commitments.

## Session

# INNOVA: Supporting innovation in French-language education

**Speaker**

* **Hubert Lalande,** University of Ottawa

**Description**

In this presentation, you’ll learn more about the INNOVA project, a space for research, training, experimentation and co-creation in advanced technopedagogy. INNOVA is dedicated to French-language education in a minority setting, and is open to the entire educational community, from kindergarten to university.

In order to work in synergy and complementarity with all other initiatives of this type in place, or under development, at the University of Ottawa, an advisory committee comprising all faculties was set up in early 2023. INNOVA will therefore also act as a training hub for the entire institution.

Starting in September 2024, INNOVA will offer the opportunity to explore cutting-edge technologies in immersive learning, holography, virtual reality and more. The INNOVA team is also keen to work with external partners including all French-language training organizations across the country, as well as partners in the edtech industry.

## Session

# AI in Learning: Building an Ethical System and the Future of Work

**Speakers**

* **Megan Torrance,** Founder and CEO, TorranceLearning
* **Josh Cavalier,** Founder, JoshCavalier.ai

**Description**

In an era where AI is rapidly transforming the workplace, HR and learning professionals stand at the forefront of this revolution. Join Megan Torrance and Josh Cavalier in a comprehensive one- hour presentation exploring the seamless integration of AI and Learning through the Human Resources AI Ecosystem and the W.I.S.E. A.T. A.I. models. This session will delve into strategies for harnessing AI to enhance HR functions while adhering to ethical standards.

Discover how to apply these models in your organization to achieve a balanced approach to AI deployment, ensuring inclusivity, security, and transparency.

Key Takeaways:

* Understanding the HR AI Ecosystem: Gain insights into how AI-driven tools can optimize HR functions and improve employee experiences.
* Ethical AI Implementation: Learn the W.I.S.E. A.T. A.I. principles for ensuring AI is used
* responsibly in HR applications.
* Identifying AI Opportunities for Learning: Recognize suitable tasks for AI implementation
* and the limitations to consider.
* Inclusivity and Bias Mitigation: Strategies to seek diverse inputs and check AI outputs for
* bias, fostering an inclusive workplace.
* Ensuring Security: Best practices for protecting sensitive information and collaborating
* with trusted AI providers.
* Equitable AI Use: Understand the importance of consent, control, and fair compensation in AI content creation.
* Accountability and Transparency: Discover how to use AI tools responsibly and communicate their use clearly to stakeholders.

This presentation will equip HR and learning professionals with the knowledge and tools to navigate the AI landscape with confidence, ensuring that human resources practices remain human-centered and ethically guided.

## Panel

# Exploring upskilling and the evolution of workplace learning in a complex environment

**Moderator**

* **Aaron Feniak,** Executive Director, Human Resources Council, Treasury Board of Canada Secretariat

**Panelists**

* **Denise Gomes,** Acting Director General, Strategic Engagement and Service Delivery (SESD), Shared Services Canada
* **Sae Schatz,** Founder and CEO, The Knowledge Forge
* **Stefanie Couture,** Partner, Workforce Consulting, Price Waterhouse Coopers

**Keynote Description**

In this dynamic closing keynote panel discussion on upskilling and the future of workplace learning, leaders, visionaries, and experts within the Government of Canada, and in the private sector of the learning industry gather to discuss the transformative landscape of professional development and the imperative for organizations to adapt to emerging trends.

This panel discussion will explore the challenges and opportunities associated with upskilling in the rapidly evolving workplace. Join them as they discuss, dissect, and delve into the need for a proactive approach to learning and development, the importance of embracing a culture of learning, and the value in advancing workplace skills to thrive in the future of work.