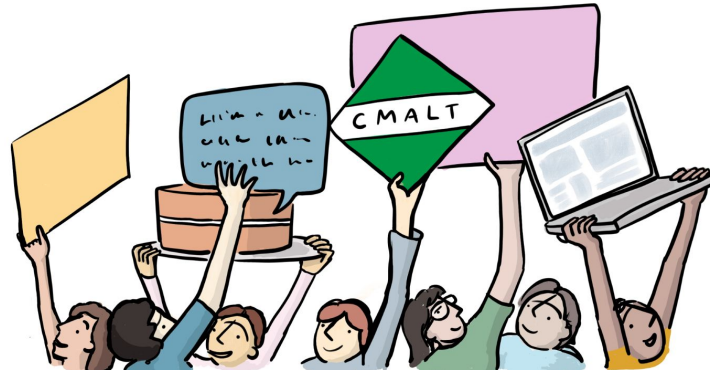




# Professional Development in Learning Technology

*Key findings from the 2023/24 Annual Survey*



This document and images are licensed for reuse under a [Creative Commons Attribution-ShareAlike 4.0 \(CC BY-SA 4.0\) licence](https://creativecommons.org/licenses/by-sa/4.0/).

ALT supports the Open COVID Pledge for Education. 20 March 2024

# Professional Development in Learning Technology

*Key Findings at a glance 2023/24*



**Professional  
recognition  
continues to  
increase**

**Online CPD  
opportunities  
remain  
important**

**Structural  
support for  
roles has  
improved**

**More  
professionals  
are seeking  
to change  
jobs**

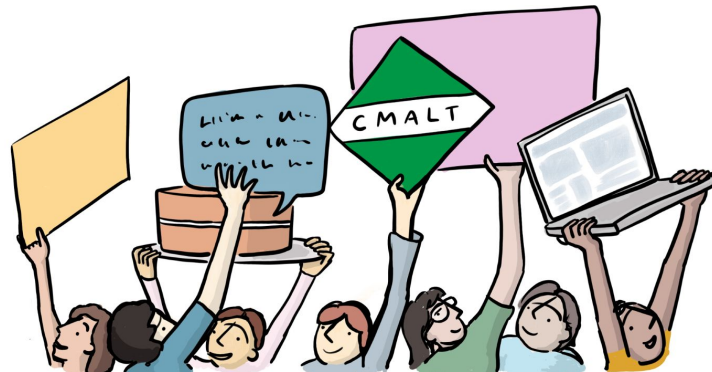


This document and images are licensed for reuse under a [Creative Commons Attribution-ShareAlike 4.0 \(CC BY-SA 4.0\) licence](https://creativecommons.org/licenses/by-sa/4.0/).

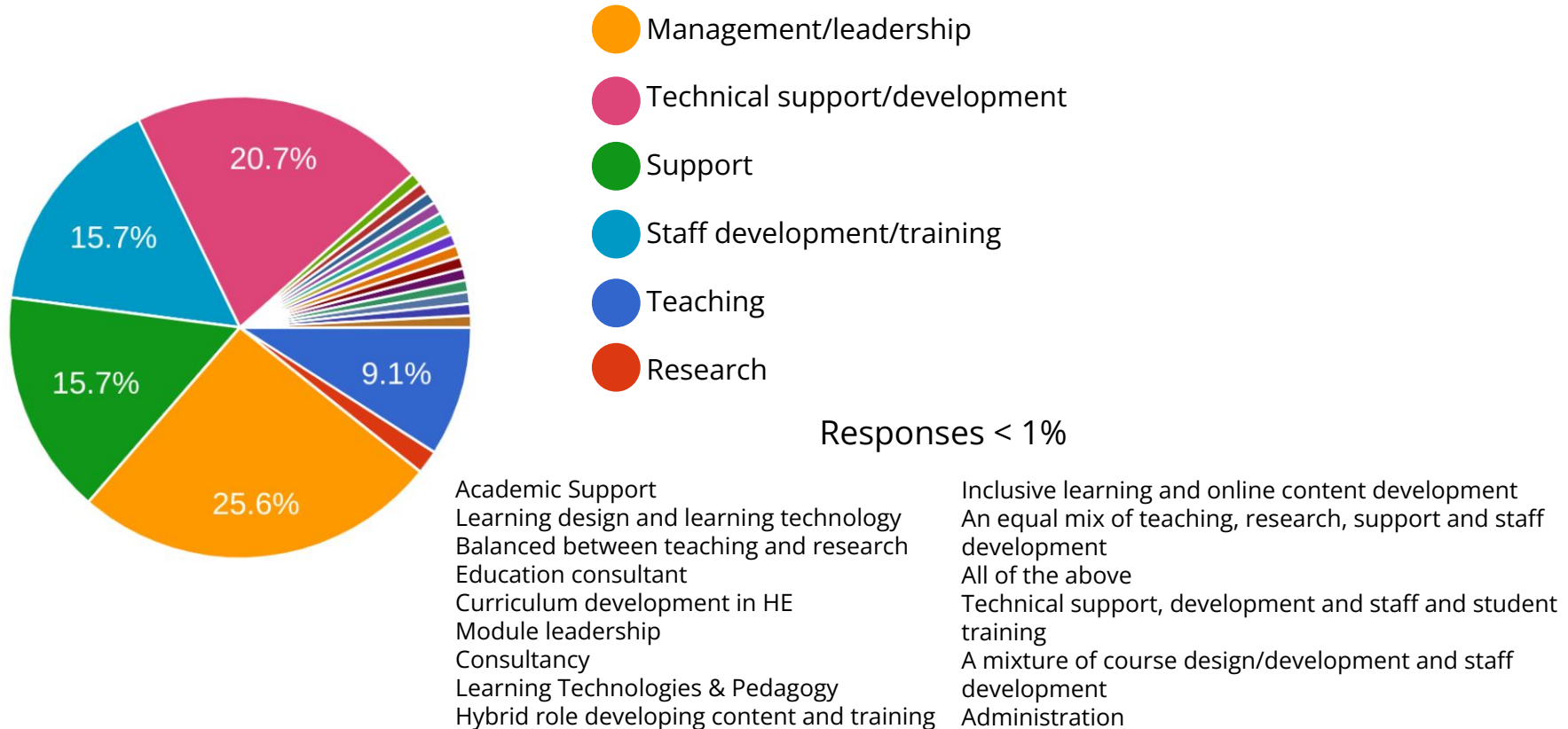
ALT supports the Open COVID Pledge for Education. 20 March 2024



# Professional Development in Learning Technology

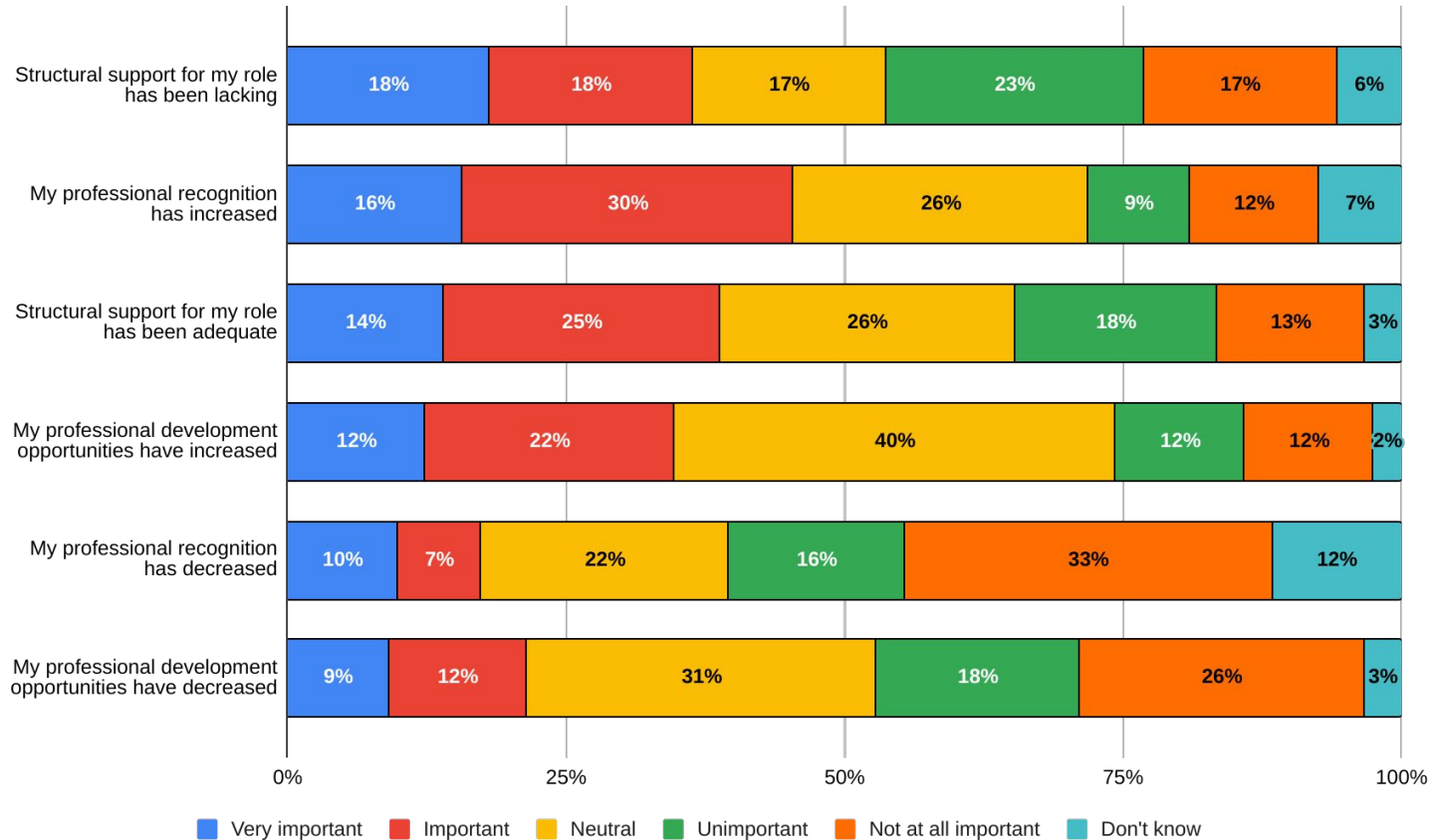


# What is the primary function of your role?

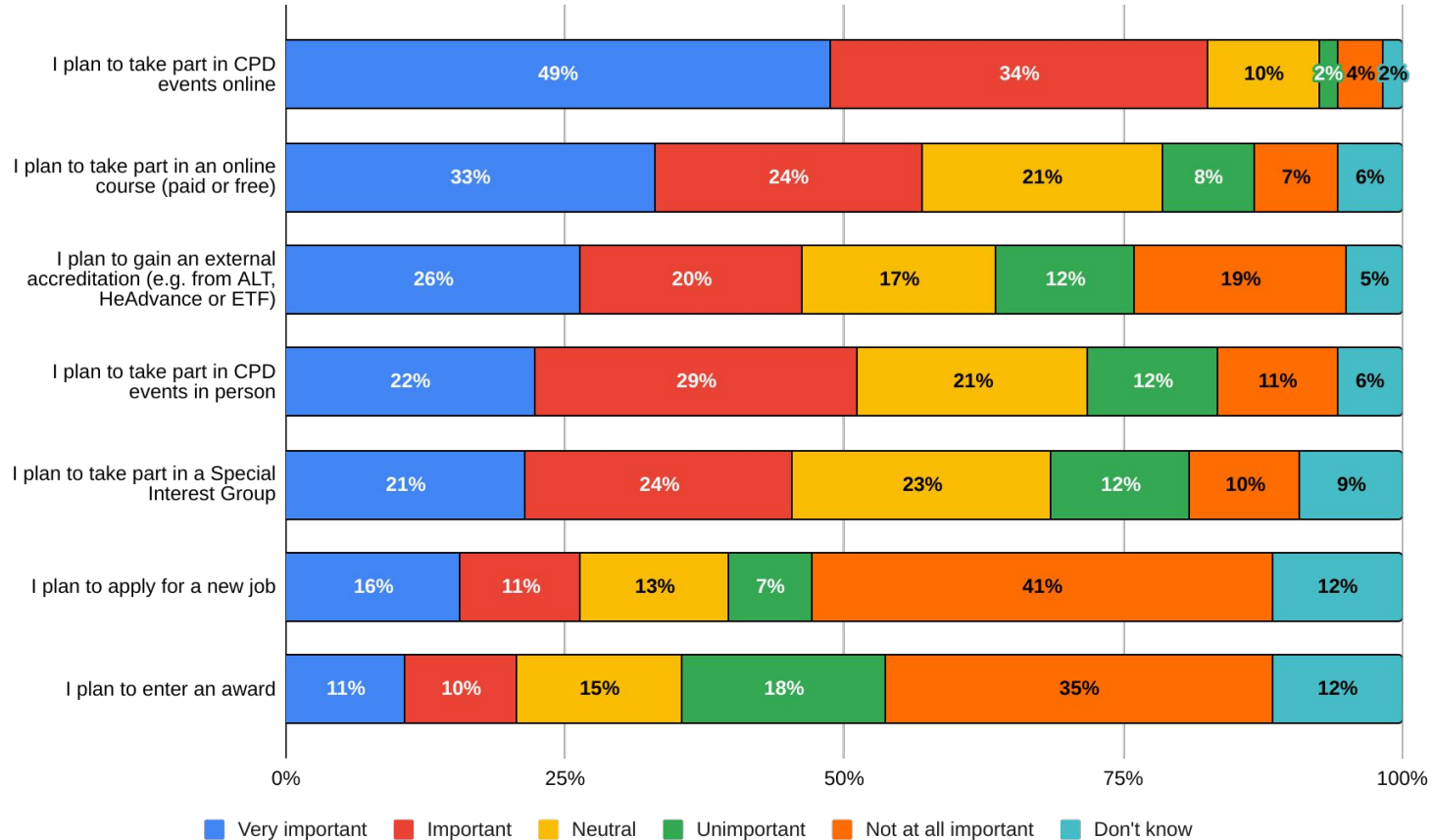




# Professional recognition in Learning Technology

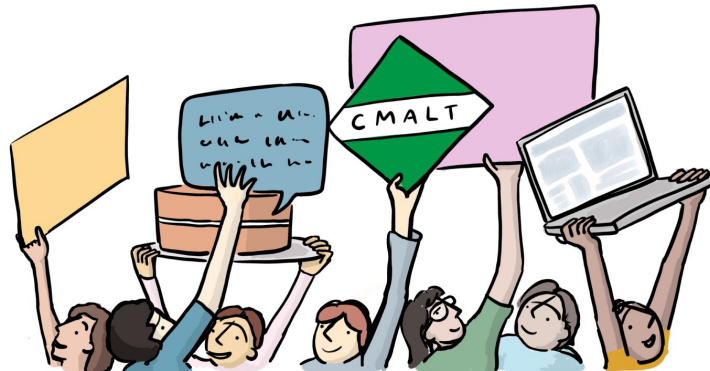


# Professional Development in Learning Technology





# Professional Development insights from CMALT 2023





# CMALT Accreditation Framework

Enhancing professional recognition for Learning Technology professionals



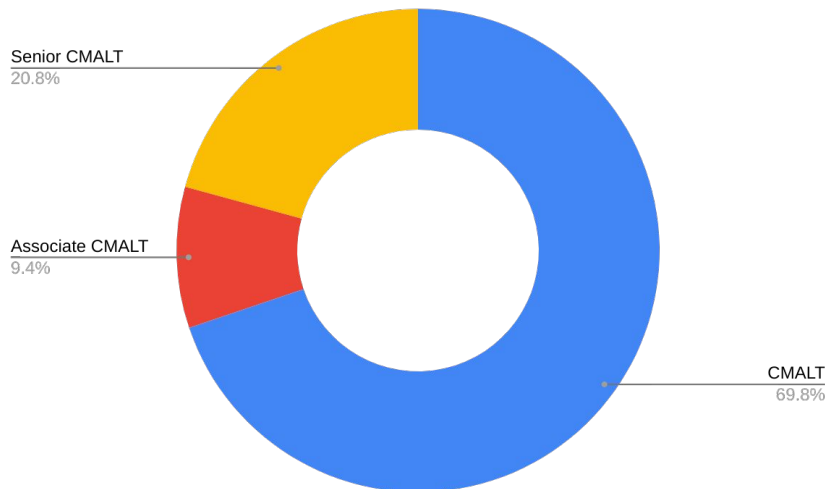
The CMALT Accreditation Framework provides pathways to peer-assessed accreditation for Learning Technology professionals in the UK and internationally.

From 1 January 2023 - 31 December 2023, 150 professionals registered for Certified Membership of ALT.

CMALT remains the most popular accreditation pathway (63%), followed by Associate CMALT 21% and Senior CMALT 15%.

## Overview of portfolios submitted for assessment: January 2023 to December 2023

*Portfolios are usually submitted three times a year in January, May and September.*



# CMALT Accreditation Framework

## Associate CMALT



Members can progress from Associate to CMALT to Senior CMALT or submit a portfolio for any given pathway.

Associate CMALT is likely to be for you if you:

- Are an early-career professional or have just moved into a Learning Technology-related role.
- Have fewer than three years' experience in a Learning Technology-related role.
- Only engage with Learning Technology as a smaller part of your role, and therefore have a limited range of evidence to draw on.

### Associate CMALT in 2023 at a glance:

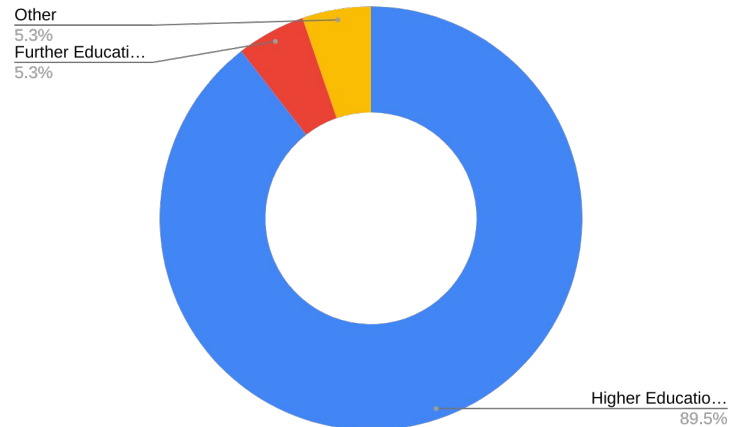
**20%** 1st submission pass rate

**35%** 1st submission referrals with minor revisions

**40%** 1st submissions referrals with major revisions

**0%** Resubmission after referral pass rate

### Submissions by sector:



# CMALT Accreditation Framework

## CMALT

This main pathway has been established for over 10 years, and is mapped to a range of other accreditation frameworks in the UK and internationally.

CMALT is likely to be for you if you:

- Are an established Learning Technology professional or educational practitioner.
- Have three or more years' experience in a Learning Technology-related role.
- Engage with Learning Technology throughout most aspects of your role.

## CMALT at a glance

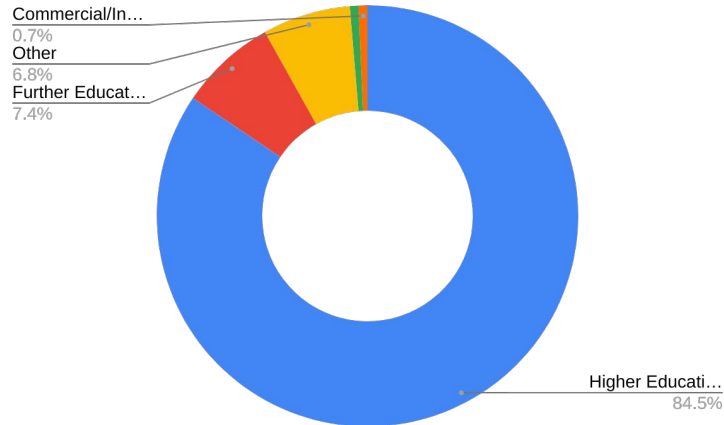
**13%** 1st submission pass rate

**35%** 1st submission referrals with minor revisions

**13%** 1st submissions referrals with major revisions

**37%** Resubmission after referral pass rate

## Submissions by sector:



# CMALT Accreditation Framework

## Senior CMALT



Senior CMALT was established in 2019 and asks candidates to demonstrate and reflect on the impact of their work and how they are providing leadership and influencing others.

Senior CMALT is likely to be for you if you:

- Are an experienced Learning Technology professional or educational practitioner with more than three years' experience in a Learning Technology-focused role.
- Engage closely with Learning Technology as a core part of your role.
- Have management, leadership or strategic responsibilities, or can demonstrate an equivalent level of impact on others through your work.
- Have a research focus in a relevant field.

## Senior CMALT at a glance

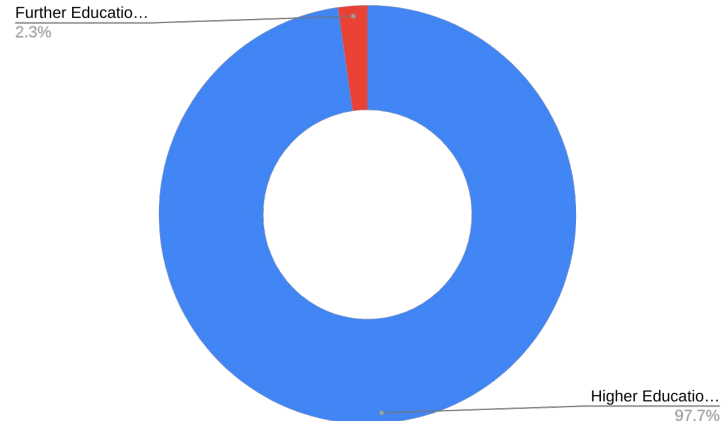
**10%** 1st submission pass rate

**41%** 1st submission referrals with minor revisions

**45%** 1st submissions referrals with major revisions

**0%** Resubmission after referral pass rate

Submissions by sector:



# CMALT Accreditation Framework



## Trends in Specialist Areas

CMALT and Senior CMALT portfolios offer unique insights into how our profession is changing.

### Top 5 topics in 2023:

- Accessibility
- Research
- Video production
- Flipped classroom
- Learning design



# CMALT Accreditation Framework

## Specialist Areas by keyword



# CMALT Accreditation Framework

## Senior CMALT



### Trends in Senior CMALT Advanced Areas of Practice

The Advanced Area(s) should describe and reflect on an area of your professional practice that reflects advanced skills, expertise, insight, and impact, such as research, policy work, leadership or strategy.

#### Top 5 topics in 2023:

- Leadership
- Course design and development
- Research and practice communities
- Licensing of learning technology
- Management



# CMALT Accreditation Framework

## Advanced Areas by keyword





# CMALT Accreditation Framework

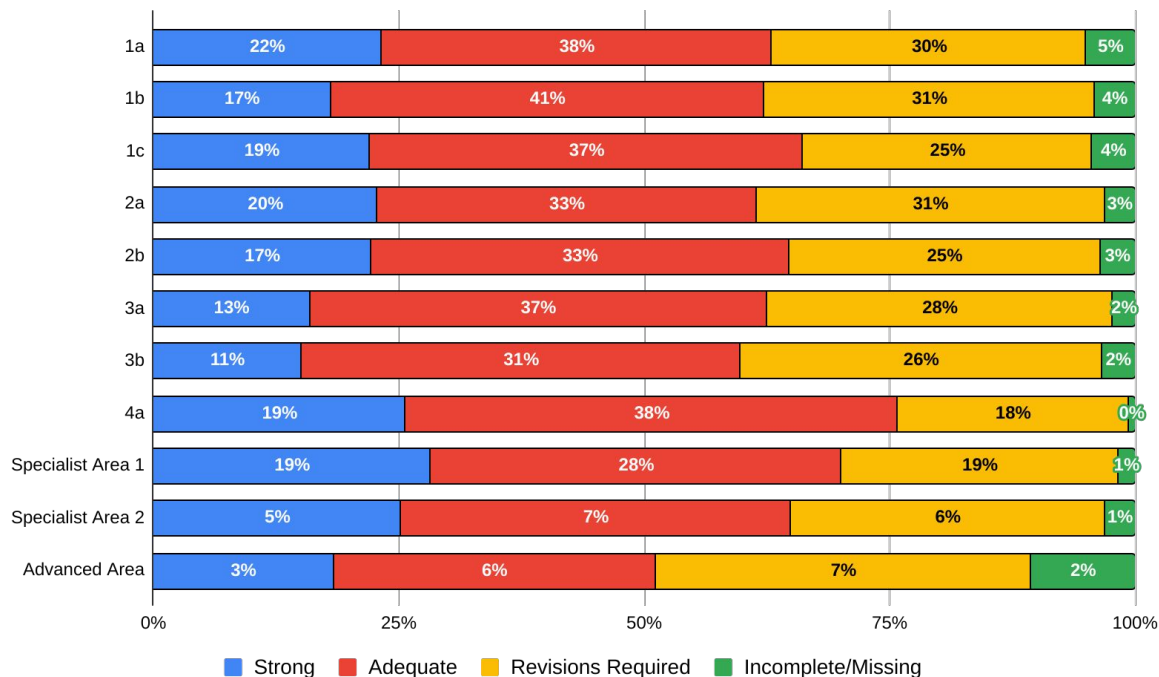
Enhancing professional recognition for Learning Technology professionals



As the framework develops, we learn more about which aspects of professional practice are easier to evidence and reflect on, and which are harder.

This overview offers insight into the assessment outcomes of individual sections of portfolios assessed in 2023, taking into account that not every section is required for each CMALT pathway and portfolios are assessed by two assessors.

This data helps us develop resources and support for CMALT candidates and cohorts.





# Trends in Learning Technology

*Resources*

**Key  
Findings**  
Download

**Annual  
Survey  
2023/24**  
Full Report

**Annual  
Survey  
2015-2023**  
Full open  
data set



[alt.ac.uk/annual-survey](https://alt.ac.uk/annual-survey)



# About our Annual Survey

This survey was established in 2014 in order to:

- Help map professional practice and development in Learning Technology;
- Chart how Learning Technology is used across sectors;
- Understand current practice to better meet the needs of and represent our Members.

The survey is open to all ALT Members, both individuals and organisations. We also welcome responses from all with an interest in Learning Technology.

The full anonymised data set of all survey data is available openly <https://alt.ac.uk/annual-survey> .

## Who responded this year?

For the 2023/24 survey received 121 responses in total and 93% of respondents are Members of ALT.

We received responses from all parts of the UK, and all sectors we represent, and the majority of responses were from Members working in UK Higher Education.

As part of our EDI plan, 66% of respondents completed the EDI Monitoring form.

