

Top Technology Trends for Training in 2021 and Beyond

1. Virtual learning

From flexible scheduling to greater access, virtual learning will continue to increase as remote and hybrid learning models surge.



A programmatic approach that combines blended learning and flipped classrooms will help personalise learning and increase overall impact.

85% 

of online college students feel their distance learning experience is the same or better compared to in-person courses.¹



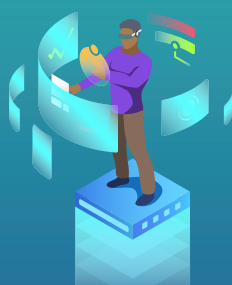
2. Immersive technology



Augmented Reality (AR)
Virtual objects overlaid on real-world environments



Mixed Reality (MR)
Virtual environments/objects that can interact with real-world environments/objects



Virtual Reality (VR)
Fully artificial environments



\$8.5 billion will be invested in AR/VR training by 2023.²

Immersive tech provides a less risky, more cost-effective method to give team members "hands-on" experiences in highly technical/mechanical fields.



Healthcare

Surgical training with virtual anatomy



Military

Holographic combat scenario training



Manufacturing

Simulated assembly task training with real-world environments/objects



Education

Immersive learning scenarios

3. Desktop agents & point of need learning

As in-person learning becomes less common, performance support needs to increase.



Bots as tutors and mentors can offer words of encouragement, directing learners to find answers on their own.



Chatbots are predicted to cut costs by more than **\$8 billion** per year by 2022.³

4. Mobile learning

Mobile learning platforms deliver content when and where it's convenient - resulting in a more consumer-like learning experience.

More than **\$3 billion** people use a smartphone as of 2019.⁴



5. Personal learning paths

As more digital natives enter the workforce, providing varied, personal learning experiences will become critical.

77% of learning & development (L&D) pros view personalised learning as vital to employee engagement.⁵



Gamification

Using game-design elements and game principles for learning

Social learning

Learning through observing others or direct instructions

Microlearning

Short-term learning activities & small learning units

Curated content

Sharing the most relevant and easy to use content for learners

A programmatic approach that combines blended learning and flipped classrooms will help personalise learning and increase overall impact.

6. Video-based learning

Visually appealing and engaging, video content will continue delivering learning in small bites that can flex to busy schedules.



7. Learning soft skills

Soft skills like communication and leadership will not only help optimise the workplace - they'll also help attract, retain and support top talent.

Augmented Reality (AR)
The 5 Most In-Demand Soft Skills for Business according to LinkedIn⁷:

1. Creativity
2. Persuasion
3. Collaboration
4. Adaptability
5. Emotional intelligence

8. Big data & adaptive learning

Analysing collected learning data will help organisations make well-informed modifications of how teaching materials are presented.

Benefits of adaptive learning

- Boosts engagement through personalisation
- Improves training with every iteration
- Accelerates learning for all learning types

