2018 L&D Trends: Workplace, Talent, and Learning

We asked our Skillsoft Global Leaders “What’s trending in 2018?” Here’s what we found.

The trends we’ve covered the last few years have persisted. 2018 will see the same focus on employee engagement, the digital workplace, and compliance. There will be an increased emphasis on employee well-being. And, as always, it’s important to implement these trends in a way that best suits your organization.

What’s happening at work?

Technology is the way forward.

Organizations will grow controlling corporate brands. Annual sessions will be life-long learning programs. Workshops should still be offered.

The personal HR toolbox will be used. Workplace software, as a part of that, will be influential. HR needs to understand the business needs. Using data will assist in improving internal training. Companies will grow quickly. Scaling will be an issue.

Mobile learning will be in the forefront. The app-based learning platforms will have a greater impact. The learning is easier to access. The learning will be specific, targeted.

Learning will be connected to business impact.

Learning will support strategic goals. Social media will drive learning. Video will drive learning. Social learning will be the focus. Social online transactional learning.

Companies will seek out the best of the best. Companies will use external professional learning. The learning is more robust through technology.

HR will be the center of productivity. HR will become an innovation hub. HR will become a learning leader. HR will become a cross functional team.

What trends are overhyped?

Robots taking over our jobs.

There is agreement that while robots will make our lives easier, there will be fewer jobs. There will be widespread adoption of voice interfaces. This is happening already. Everyone differs on the extent of this trend. Some believe it will impact around 30% of the workforce. Others believe it will impact 50% of the workforce.

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