

# 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 be the year that organizations make big changes to keep and attract great employees. This change mindset will be what keeps organizations ahead of the competition.

What changes will you implement this year to draw the best talent to your organization?

## WHAT’S HAPPENING AT WORK?



### TECHNOLOGY IS THE WAY FORWARD.

Employees expect workplace software to look like the intuitive technology they use at home. Spending will increase on elegant tech that promotes productivity and collaboration.



#### HR will be the center of workforce productivity.

Workplace productivity will be a popular topic for leadership. HR will drive the way in ensuring companies are more productive. Josh Bersin suggests that HR should be renamed “the productivity department.”



#### Organizations will embrace the multigenerational workforce.

There is a broader generational workforce than ever before. Some Traditionalists are still working, Boomers are living longer and retiring later, and 72.8 million Gen Z employees are on the horizon.



#### Companies will see that culture is everything.

Companies will invest in workplace culture to address engagement and turnover—and strive to become a place people love to work.



#### Upskilling employees will be critical.

Employees will be given opportunities to continually advance their proficiencies and will, in turn, be a company’s most precious resource for staying ahead of the competition.



#### Organizations will shut down unconscious bias.

Companies will continue to drive programs that increase awareness of unconscious bias and focus on eliminating it.



#### Diversity efforts will spring into action.

Diversity has been a significant conversation for years, but 2018 brings action. Companies will invest money in improving the composition of their workforce.

Sample the Skillsoft content that our Global Leader Forum members are using to stay on top of the latest trends.

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## WHAT’S HAPPENING IN TALENT?



### ORGANIZATIONS WILL GROW COMPELLING CORPORATE BRANDS.

Companies will look to create a captivating and authentic employment brand with a strong focus on attracting top talent.



#### Annual reviews will be a thing of the past.

Companies will ditch the annual review and move towards continuous or monthly feedback programs that create tighter manager/employee alignment and better communication.



#### The perennial HR headache will be solved.

HR systems will be more unified and provide a modern, consumer-based experience. Companies will review business HR processes and oust outdated requirements and systems.



#### Workplace wellness programs will be prioritized.

Wellness programs and solid benefits will become a high priority to attract and retain top talent. Examples include mindfulness programs, yoga, exercise/health incentives and more.



#### Onboarding will extend beyond initial employment.

The onboarding process will extend beyond employees’ first 30 days and will include opportunities to continually develop existing employees throughout their career.



#### Digital skills will be in highest demand.

The demand will continue to boom for employees with solid digital skills including coders, software engineers, and developers.



#### HR will become an innovation hub.

HR will step up and hire with innovation in mind, cultivate a culture of innovation, and reward innovative behavior.

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## WHAT’S HAPPENING IN LEARNING?



### LEARNING WILL BE CONNECTED TO BUSINESS IMPACT.

Connecting learning to business results and impact will be an expectation, not a nice to have.



#### Microlearning will drive L&D’s content strategy.

Corporate learning has been and will continue to move fiercely toward curated microlearning. Learning will be fast, specific, and relevant or it will not be consumed.



#### Experience platforms will offer a modernized LMS.

A new breed of “microlearning platforms” will push organizations to modernized LMS systems to provide intelligent machine learning that recommends, finds and delivers learning.



#### Mobile learning will be in the forefront.

With the app-based culture strongly at play, mobile devices are the delivery mechanisms learners will use to grow and develop skills.



#### Social will be integrated into learning.

Collaborative learning using easy-to-use online tools will rapidly take the place of compliance based, classroom training.



#### Company-wide digital transformation will expand beyond IT.

It will be critical this year that all employees, beyond the IT department, are digital ready and able to use tools that ensure productivity in the digital age.



#### Company-wide cybersecurity will be strongly enforced.

This year, more than ever, a focus on increasing cyber-security skills will be critical at all levels of the organization.

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## WHAT TRENDS ARE OVERHYPED?



### Robots taking over our jobs.

The Global Leader Forum doesn’t see this happening any time soon. HR and L&D professionals will evolve to be more digital ready and innovative but will not be lost to robots.



### Artificial intelligence in learning and development.

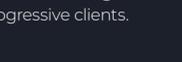
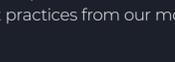
There is agreement that this trend is premature and not likely to be integrated into mainstream learning programs this year. While some will experiment, the practicality and cost of integrating AI into L&D is not expected.



### Millennials aren’t so different after all.

The claim that Millennials learn differently [than everyone else] will finally be put to rest. Everyone wants engaging, personalized, consumable learning.

Organizations around the world have an unquenchable thirst to understand how to implement and manage learning programs that support their business’ needs. Skillsoft’s Global Leader Forum, consisting of 100 top learning and development/talent professionals from around the world, gives Skillsoft the ability to continuously unearth, adapt and share best practices from our most progressive clients.



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