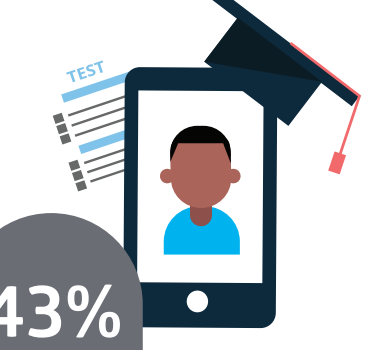


Embracing the right trends has always been a sure-fire way for companies to stay ahead of the game! Asha Pandey, Chief Learning Strategist at EI Design and regular writer for global Learning forums, recently shared her insights on the top eLearning trends for this year in an extensive 55-page report. We have #MadeTheComplexSimple by summarising the findings into a 2-page infographic.

## 1. KNOWLEDGE ACQUISITION


The trends that help learners learn and apply this learning to show better performance or behavioural change.

### Mobile Learning



**43%** of learners see improved productivity levels compared to non-mobile users (Toward Maturity).

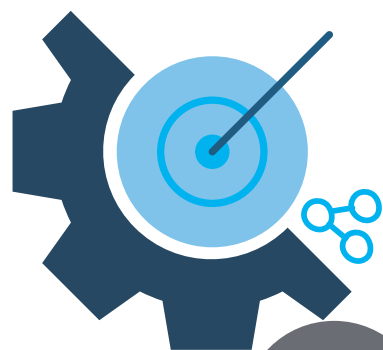
### Digitalisation of Instructor-Led Training (ILT)



Companies Using eLearning see a revenue per employee of **26%**

eLearning can cover up to **5X** the material of ILT in the same amount of time (eLearning Learning).

### Performance Support Tools



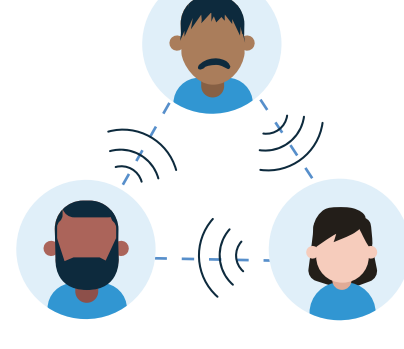
On average, **70%** learners forget of the content we teach them within 24-48 hours of formal training. Performance support is a way to extend formal training to the job site, reminding learners of how to apply their formal training and get results.

### Self-Directed Learning




*"You cannot teach a person anything; you can only help him find it in himself" – Galileo.* In the context of corporate training, Self-Directed Learning maps to empowering learners to choose how they want to learn.

### Social Learning



A research conducted by ATD states that "social learning approaches have a **75:1** ROI ratio over web-based training." (Jacopo Mauri, Learning Technology Trends)

### Informal Learning



**20%** of the learning is formal and **80%** is informal, yet paradoxical we spend 80% of our training budget on the formal and only **20%** on the informal (Jay Cross, 2007)..

## 2. LEARNER ENGAGEMENT


Learning strategies with a proven track record of delivering a better engagement quotient and higher training impact.

### Microlearning



**94%** of L&D professionals said that they prefer microlearning to traditional time-consuming eLearning courses because their learners prefer it (Boyette study).

### Gamification




On a worldwide scale, revenues for game-based learning were around \$2.6 billion in 2016. By 2021, those numbers are predicted to climb dramatically to around **\$7.3** billion. (Ambient Insight).

### Video Based Learning



According to Forrester Research, employees are **75%** more likely to watch a video than read documents, emails or web articles (Panopto).

### Mobile Apps for Learning



Smartphone users spend **89%** of their mobile media time using mobile apps (go-globe).

### Personalisation



**94%** of businesses stated that personalisation "is critical to current and future success" (Econsultancy and Monetate survey).

### Curation & User Generated Content



**56%** of people surveyed feel that finding quality content is difficult because as the quantity of content increases, the quality seems to decrease. This means that content curation is even more important (CW Team).

## 3. High Impact Learning

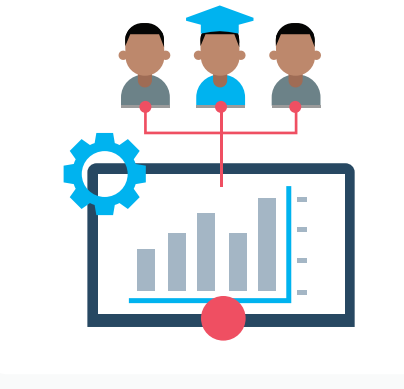
The trends that organisations must invest in to measure, enhance, and maximise the impact of their training.

### Learning Experience Platforms - LXP



The LXP market is growing rapidly. This market is now over **\$200** million in size, growing at over **100%**


### Learner Analytics



The Virginia Common Wealth University introduced the new way of learning analytics, where they leveraged data to zero in on students who were at risk of failure.

The result of the first semester was a **16%** increase in the number of students who completed courses (Washington Post).

### Big Data-Reporting & Analytics



*"If you torture the data long enough, it will confess." – Ronald Coase.*

When processed correctly, Big Data can give insights on how learners learn, the impact of training on skills or behavioural change, and the impact on business and eventually ROI determination.

## 4. THE FUTURE OF LEARNING


Other notable trends to watch out for – the future is here!

### AR/VR and MR for Immersive Learning



**171** million people could be using VR hardware and software worldwide by 2019 (KZero).

### Artificial Intelligence (AI) in Learning



Only **15%** of enterprises are using AI as of today, **31%** are expected to add it over the coming year (Adobe).