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ENERGISING LEARNING

Updated eLearning Trends in 2019 to Help You Enhance Your Learning Strategy and Maximize Returns (Part 2 of 3)

As we hit mid-year, you are possibly looking at accelerating your training investments in CY 2019. In this Infographic, we share our updated predictions of eLearning Trends in 2019 that you can use to enhance your learning strategy and maximize returns.

The trends are banded into 4 sections and split into 3 Infographics.

Section 1
The trends that help learners learn and apply this learning to show better performance or behavioral change.

1. Mobile Learning.
2. Digitalization of ILT (to Blended or Fully Online).
3. Performance Support Tools.
4. Informal Learning.
5. Social Learning.
6. Self-Directed Learning.

Section 2
Learning strategies with a proven track record of delivering a better engagement quotient and higher training impact.

1. Microlearning.
2. Gamification.
3. Video Based Learning (Videos and Interactive Videos).
4. Mobile Apps for Learning.
5. Personalization.
6. Curation and User Generated Content.

Section 3
The trends that organizations must invest on to measure, enhance, and maximize the impact of their training.

1. Learning Engagement Platforms – LXP.
2. Learner Analytics.
3. Big Data-Reporting and Analytics.

Section 4
Other notable trends to watch out for—the future is here!

1. AR/VR and MR for Immersive Learning.
2. Artificial Intelligence (AI) in Learning.

Section 2 - Learning strategies with a proven track record of delivering a better engagement quotient and higher training impact.

Trend #7 - Microlearning

While the debate on the value and impact of Macrolearning vs Microlearning continues, there has been a widespread adoption of the latter as the preferred mode of training.

Macrolearning is the older or more traditional eLearning format, whereas Microlearning is the more recent format of training technique.

Microlearning features short, snackable bites of learning or for performance support that are normally 2-7 mins in run length. However, this technique is not about splicing a longer run length into shorter nuggets. Each nugget is designed to meet a specific outcome.

The acceleration of Microlearning based training adoption will continue.

Trend #8 - Gamification

The usage of Gamification for serious learning (that is, to meet specific learning outcomes) has been on a steady increase in the last few years, and this trend will continue in 2019.

"Have fun as you learn" resonates with learners. With wide-ranging options available today, you can cater to the multi-generational workforce very effectively.

You can use Gamification techniques for:

- The application of learning on the job.
- The practice for proficiency gain.
- Behavioral change.

We are seeing a wider adoption of partial Gamification techniques across corporate training needs. Interestingly, one major case in point is Compliance training.

As the costs of designing courses with Gamification goes down, there is a better business case for L&D teams to justify this investment.

Trend #9 - Video Based Learning (Videos and Interactive Videos)

While the usage of Video Based Learning is an established practice, it is now moving to Microlearning Video based formats that are easy to consume (particularly, on the go). The Microlearning Videos offer lower costs and feature rapid development. They can be quickly updated and redeployed.

Alongside, there is a wider adoption of Interactive Videos Based Learning that offsets the challenges of passivity associated with the classic Video Based Learning.

1. They feature learning interactions that are similar to eLearning courses (click to reveal, hotspots, or carousels) and create a 10X impact over the classic videos.
2. Unlike classic videos, you can track the Interactive Videos from the LMS.
3. They can checkpoint learners' progress (through inline checks) and validate the learning effectiveness and impact (through summative assessments).

Trend #10 - Mobile Apps for Learning

We use several Apps throughout the day, so it stood to reason that Mobile Apps would be used to offer training.

Besides being optimized for smartphones (that is, learning interactions mimic the way we use them), they can be used to offer highly personalized learning experiences!

You can push notifications, update content easily, and ensure that there is a steady connect with the learners.

Slowly, the costs to develop Mobile Apps for Learning (and the associated time too) are coming down and this should result in their wider adoption. This is one trend that is worth investing on.

Trend #11 - Personalization

One size does not fit all, and learning is no exception. Increasingly, learners ask for custom or personalized learning rather than spending much longer time and effort on generic learning.

The personalization of learning provides a relevant learning path that can be customized to match learners' interests, proficiency, role, or region.

With Microlearning, you have the required granularity to configure a highly customized learning experience. This is not all, to cater to different profiles in the multi-generational workforce, you can design assets in varied formats. You can use more established techniques like a Pre-Test or a Survey to provide the relevant learning path. In the near future, this will be replaced by AI and Machine Learning to offer custom and highly personalized learning experiences.

This trend will become a mainstay approach in a very short time. Watch out for accelerated action on this one!

Trend #12 - Curation and User Generated Content

While we have easy access to data, thanks to the Internet, getting access to the right information that you can use is still a time-consuming process.

Content Curation is being used extensively to address this pain area. The curated content provides highly relevant content and a recommended learning path to the users while giving them the flexibility to reconfigure and customize it further.

- Another gain of opting for Content Curation is that you can mine your existing resources and tag them to facilitate consumption that can cut down your training costs.
- On a related note, you can enrich the curated resources by encouraging contributions by learners. This is termed as User Generated Content and this helps L&D teams keep the resources fresh, current, and relevant.
- We already see the use of AI and Machine Learning in this effort, and this trend will be a key part of training delivery soon.

We hope this Infographic helps you understand the relevance of each eLearning Trend in 2019 and why you should adopt them.

Do check out our other 2 Infographics (Part 1 and 3 of this series) that feature the balance 11 trends under Section 1, 3, and 4.

Want to learn more? Reach out to us at www.eidesign.net/contact-us/