Six workplace training trends for 2022

(and why you need to consider them)

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We are all aware of the huge impact that the pandemic has had on the workplace. Organisations have had to adapt and change quickly to meet the demands of our new working world.

Workplace training has also had to and will continue to evolve. Here are six key workplace training trends which we expect to be most prominent in 2022.

Focus on 'skills' over 'roles'

Research by Gartner has stated that a focus on 'skills' instead of 'roles' will improve competitive advantage for organisations. By focusing on skills, organisations are set to address core business challenges, solve problems, and answer key business questions in order to drive innovation. From the employee's perspective, a focus on skills will help them to realise new career opportunities. As a reflection of this trend, we expect to see training plans shift accordingly this year to bring learning new skills to the fore to directly address business needs.

Bitesize training for a busy world

With our day-to-day work commitments, it's hard to set the time aside for a lengthy eLearning training course. By chunking up your learning content you're far more likely to increase engagement rates, knowledge retention and build a more skilled workforce. By having different types of training such as short mobile courses and snappy course materials such as video, podcasts and eBooks, you'll make sure your training is not only engaging, but feasible for your employees to fit in alongside their other commitments.

Hybrid working is here to stay

According to a recent study by Willis Towers Watson, 41% will embrace hybrid working by 2023. The study also included predictions by UK businesses that 23% of the workforce will be working remotely on a full-time basis in 2 years' time. With employees working in different locations and in different ways, training will need to account for this – making sure that wherever employees are working, their training is optimised accordingly.

Adaptive learning

A one-size-fits-all approach to training won't cut it in today's workplace. As part of the increased need for adaptative learning, employees should be offered a learning path that changes according to the individual skills they already have and what they still need to learn. More personalised learning experiences will empower learners to be able to skip or have steps added in depending on their knowledge base. A simple example is asking a series of questions as part of eLearning and if the learner knows the answers, they have the option to skip that part of the course. This will greatly help create better, more engaging learner experiences.

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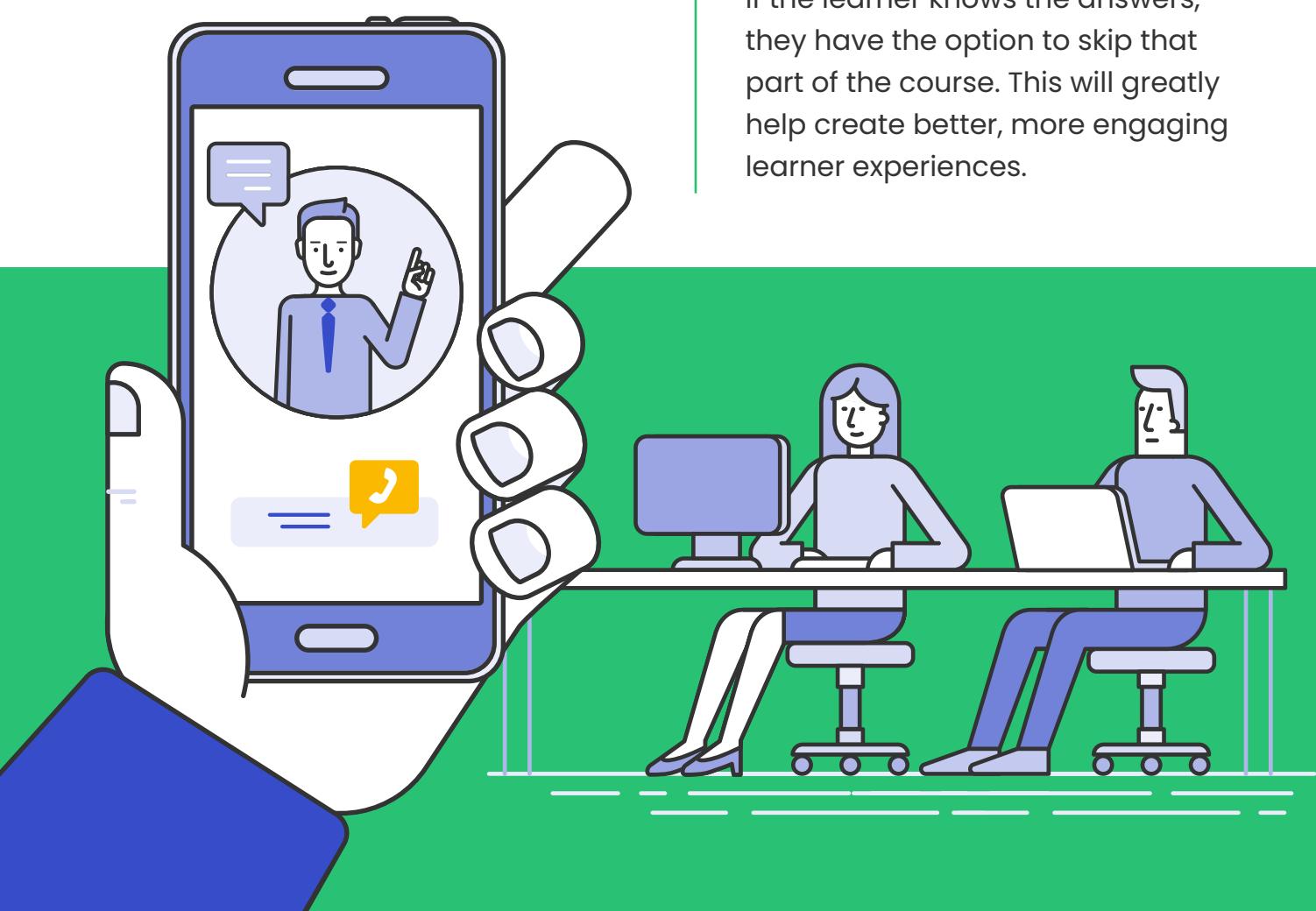
Training will need to demonstrate inclusivity

Organisations have to demonstrate they are being inclusive of all employees and that everyone is treated equally. Training is no different and there will be increasing pressures to ensure that training is accessible to everyone. To ensure that your organisation is being inclusive across all training activities, we would recommend conducting a training audit. The audit will reveal how fairly training is being rolled out and received across departments and individuals and what gaps your organisation might have.
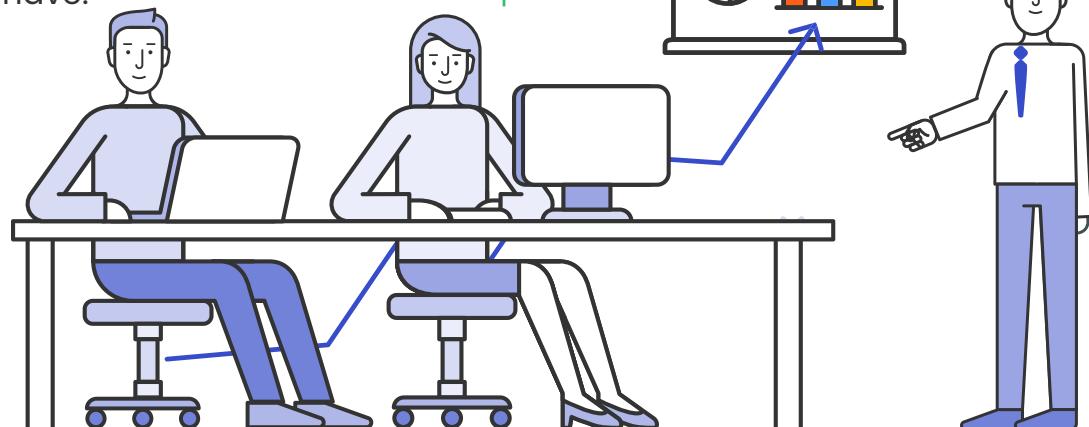
Soft skills training is on the increase

The global change to work environments due to the pandemic has created an increasing need to focus training on soft skills such as leadership, teamwork, and collaboration. Businesses that improve their team's soft skills this year are likely to reap the benefits of successful teamwork and collaboration in a hybrid working world and ultimately improved efficiencies and productivity.

Sources

https://www.peoplemanagement.co.uk/news/articles/two-in-five-employers-will-embrace-hybrid-working-poll-finds#gref

https://www.continu.com/blog/workplace-learning-trends

https://www.forbes.com/sites/bernardmarr/2021/11/22/future-of-work-the-5-biggest-workplace-trends-in-2022/?sh=782a18537d0f

How to get started

It begins by considering a fresh approach to L&D. How might the trends we have outlined affect your learners and what's your plan to evolve your current learning activities?

Analyse your business needs and what this means in terms of the skills required, then build a learning environment that delivers these essential skills and encourages pro-active learning.

Remember, it's not necessary to wait until you have all the answers, it just requires a readiness to consider that the world of learning continues to evolve, so your learning delivery needs to evolve with it.

In the meantime, enjoy the feeling of knowing you're making a meaningful, quantifiable difference to your learner's performance and the performance of your business. After all, this is not just about ticking boxes but driving real change across the organisation.

Find out how to leverage these learning trends and re-align your L&D activities to bridge the gap between what you currently provide and what your learners (and business) need?

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