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Corporate training: trends and forecasts 2021

Discover the top 4 corporate training trends to focus on during 2021

In 2021, **corporate training** will play a crucial role in providing employees with the skills they need to keep up with the post-pandemic "new normal" of work. But what does the future hold for corporate training? What will be the main trends in 2021 that companies need to pay attention to? Let's find out together.

Centrality of online training

With the need to maintain social distancing, **eLearning** has for months been the only possible mode of training. However, according to several studies, online training will remain central for companies in 2021.

According to Fosway Group, no company plans to push classroom learning in the next 12 months. Beyond the need for emergency healthcare, many companies have found online training to be not only extremely cost-effective, but also surprisingly effective from an educational perspective. (Read also " **10 advantages of eLearning training**").

New training priorities related to remote working

The rapid spread of teleworking has profoundly changed **corporate training needs**, with an emphasis on skills that foster resilience and facilitate remote working.

Remote working poses major challenges for companies: how to encourage remote teamwork? How to maintain high levels of involvement and productivity? With this in mind, **soft skills** such as time management, team building, leadership and self-management will be crucial to keeping teams performing well even remotely.

Working remotely also means using a range of IT tools that may be new to many workers. In this perspective, it will be crucial to provide your employees with specific **technical training** that will enable them to do their job better: software for video conferencing and online meetings, collaboration tools, etc.

But that's not all: thanks to technology, and with an increasingly fragmented and geographically dispersed workforce, employees are offered endless opportunities to unknowingly put companies at risk. **Cybersecurity attacks** increased dramatically during the coronavirus pandemic. During 2021, companies will therefore need to work on structuring a secure remote workforce and invest in cybersecurity and corporate data protection training.

Workflow-integrated training

By 2021, there is expected to be a significant increase in 'workflow' learning, as more and more executives understand the importance of **integrating learning into people's daily work** as a means of developing applicable skills.

Workflow learning is a concept developed by Bersin and refers to training that is accessible at the point of need, delivered in short, targeted modules that can be easily assimilated by users.

In this perspective, **microlearning** will play a crucial role and will be increasingly used as a reinforcement in the continuous learning path of workers. A lifelong learning path can be implemented from the moment an employee joins the company to the moment a new product is launched, or when employees need to be kept up to date with changes within the organisation.

Tailor-made learning

Online training platforms offer a flexible learning environment that uses technology to create increasingly personalised learning experiences. In particular, there are three levels of personalised learning that will continue to spread in 2021:

- **Differentiated learning** - The user chooses the path best suited to him from several predefined categories (without automatic guidance).
- **Personalised learning** - Based, for example, on a preliminary assessment, the system suggests a specific route to the user.
- **Adaptive learning** - Through Artificial Intelligence, the system continuously adapts the learning path to the student (to his knowledge level, pace, etc.), providing a unique and tailor-made learning experience.

These training modes make learning more engaging and more relevant. Therefore, employees will perceive training as an opportunity and not as a task to be completed.

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