

2022 and Beyond: Trends That Are Transforming Corporate Learning

An evolving workplace demands an empowered and engaged workforce



This year, the stage is set for an unrivaled transformation of our workplaces. After more than two years of disruption, the next year will redefine where, how, and what it means to work. We've already witnessed RTO (return to work) slip into our day to day conversations even though people never stopped working.

The very systems on which society runs have been upended, and the workplace—where people gather physically or virtually to achieve common goals—is one of the areas where people feel this shift most acutely.

If there is a dominant throughline connecting workplace trends, it's that we need to **put people first**.

That means integrating the entire individuals into the employee experience and investing in them and their professional and personal success.

Corporate learning has come out of the shadows as a powerful way to engage, retain and empower employees. However, like everything else in today's workplace, it's time for your corporate learning initiatives to evolve to meet the unique challenges we now collectively face.

Here are the four major trends that will have impactful implications in corporate learning this year and beyond.



TREND #1

Reframe the “Great Resignation”
as the “Great Reskilling”

How it started

We're all familiar with the numbers: An estimated 25 million workers left their jobs in the second half of 2021 (**U.S. Bureau of Labor Statistics**). There are numerous reasons driving this mass migration, but one thing is certain: employees across industries felt a compelling need for momentous change in their careers and in their lives.

How it's going

As a result, employers are now experiencing the crunch of a constrained talent pool. The silver lining of this development lies in the move to meaningfully reskill and upskill current employees so they feel prepared for a changing landscape. Internal skill development within organizations is now an essential way to remedy gaps that employers traditionally looked externally to fill.

Here is where the multiplier effect — an economic phenomenon in which a given change in a particular input causes a larger change in an output — takes on importance in human capital management. The more effort, time, and resources companies put in to invest in their teams, the more motivated, proactive, and productive their employees will be.

With the focus now turned inward, how can companies quickly, purposefully upskill their workforces? Demands placed on organizations are changing at the speed of light, and employees who feel unprepared for these shifts are more likely to become disengaged and potentially walk away.

The opportunity — and necessity — for leveling up and shifting focus to employee skills abounds. These include hard or technical skills, but the real benefit lies in enhancing employees' high-demand **power skills, formerly known as soft skills**, such as leadership development, communication proficiency, problem-solving, and intercultural fluency that have proven to make professionals

more successful and organizations more competitive.

In the past, these power skills traditionally took months, if not years, to master; however, pioneering corporate training platforms have shown to develop essential leadership capabilities in highly effective iterative sessions (**VR Changes the Game for Soft Skills Training**).



TREND #2



Job role definitions are vague and task based, opening up new career pathways for employees at all levels based on skill sets.

How it started

People used to choose a profession and follow a linear career path predicated on working up through the ranks of a particular industry or company. This mindset placed oversized importance on job titles, pay grades, and corner offices.

That rigid way of thinking and overblown set of expectations no longer works in today's democratized marketplace. Employers value workers who can exhibit adaptability and creativity in their roles, leading to greater internal mobility — both laterally and vertically — that drives innovation and breaks down organizational silos.

How it's going

Progressive human resources practices go beyond traditional background and experience, and now put a premium on individual skills and personality traits. The focus is less on static roles and more on creating ideal opportunities for each employee for the best business outcome.

Nearly all experts agree a high percentage of jobs that will exist in 2030 do not exist today and [World Economic Forum](#) shows 8 out of 10 top skills for 2025 are not technical skills but power skills.

By assessing individual skills over arbitrary job titles, the C-suite can better identify skill gaps and employees can reimagine their career pathways. Increasingly, organizations are enhancing their internal mobility by offering non-traditional career pathways — carefully designed

development opportunities that propel workers from their current roles to ones that are in higher demand.

Corporate training that is integrative, accessible, and iterative allows for ongoing learning opportunities that help employees progress and organizations thrive.



TREND #3

Putting employees at the center of your operations makes smart business sense.

How it started

In today's stakeholder economy, forward-thinking companies have figured out that the best way to serve their customers and improve their bottom line is by first serving their employees. A report by PWC highlighted that "one in three customers will leave a brand they love after just one bad experience" and a study by Gallup found that the cost of replacing an individual employee can range from one-half to two times the employee's annual salary.

How it's going

Countless stories of worker burnout have flared up since the start of the pandemic, highlighting latent issues exacerbated by rapidly changing global circumstances. But how do you remedy this?

The numbers tell all: Companies leveraging the right employee experience strategies are five times more likely to engage and retain employees (Josh Bersin, *The Definitive Guide 2021*).

The same report names a company culture that supports learning and supportive technology systems as significant factors in creating a favorable employee experience. Intuitive technology provides insights into employee sentiment, offers personalized learning and development opportunities, and advances employees at scale.



TREND #4

The employee experience matters more than ever.

How it started

In a transformation not seen since the first Industrial Revolution, the effect work has on our lives has changed dramatically. The ubiquitous shift to remote and hybrid work, in which more than 60 million Americans switched from working in offices to working from home ([Josh Bersin, HR Predictions for 2022](#)), has resulted in a global opportunity to re-examine the holistic employee experience from the ground up, including an extensive investigation of company culture and values to see if they are serving the collective good.

In addition, diversity, equity, and inclusion initiatives have expanded beyond cursory lessons and become mission-critical for an organization's continuing relevance and ability to meaningfully contribute to the marketplace.

How it's going

Because the economy is growing much faster than the labor market, the employee experience has become imperative in recruiting and retaining talent.

Employees demand a profoundly meaningful connection with their employers. To be their most productive, they require safety, support, a sense of belonging, and an understanding of their individual needs, not blanket statements or one-size-fits-all policies. Corporate training can play a pivotal role in establishing a fulfilling and forward-thinking company culture.

Providing a safe space where employees can feel comfortable practicing interactions about hot-button cultural shifts and topics in the workplace while remaining within an anonymous environment has become crucial. These types of immersive learning opportunities empower people to continue and take charge of their learning journey, equipping them for an ever-evolving future of work.



How we level up



An expanding vision for corporate training now includes the implementation of a deep skills capability - building academies, learning in the flow of work, and more flexible career and mobility programs such as internal coaching and ongoing mentorship.

Skills do not become capabilities without practice. Companies need a comprehensive plan to provide the opportunity to practice their skills. Leveraging technology that can provide that practice at scale for teams in remote and hybrid environments is a reality for corporations today. Interactions with human-powered avatars—make it possible to personalize corporate training programs, seamlessly connecting lessons learned and skills acquired immediately to the job at hand.

Human-powered simulations are at the vanguard of learning on the job, combining the best of tech and avatar-mediated interaction for developing skills in organizations at scale, without expensive travel or days away from business-critical tasks.

These virtual reality simulations with avatars provide a space where learners can feel comfortable practicing critical conversations in a safe environment. Engaging and empowering your employees through corporate training and learning is mission critical.



Get in touch

Let's face the shift together.