



Powered by MPS

L&D Trends 2025

Your Guide to Intelligent Learning
Strategies for the Year Ahead



Table of Contents

Preface 3

Section 1 –
A Year in Review – Reflecting
on 2024 4

Section 2 –
Core Elements of a Transformative
2025 L&D Strategy 8

Section 3 –
L&D Trends 2025 11

- Leveraging AI in LearnTech for Strategic Impact
- Supporting a Multigenerational Workforce
- Building a Skills-first Workforce with a Human-centric Approach
- Fostering a Culture of Continuous Learning
- Measuring and Demonstrating Impact
- Sustainability Practices
- Staff Augmentation in L&D
- Operational Excellence in L&D

Section 4 –
eLearning Trends (Content
Development Trends) 35

Parting Thoughts 39



As we step into 2025, the L&D environment is undergoing transformative shifts. *EI's L&D Trends 2025: Your Guide to Intelligent Learning Strategies for the Year Ahead* eBook explores the intersection of emotional intelligence, emerging technologies, and innovative learning ecosystems to drive high Return of Investment (ROI) and Return on Effectiveness (ROE).

Anchored by mega trends like AI for strategic impact, multigenerational workforce support, and sustainability practices, this eBook outlines actionable strategies and insights for building future-ready, skills-first organizations. By

combining emotionally intelligent approaches, AI-enabled solutions, and always-on learning ecosystems, we aim to empower L&D leaders to deliver meaningful, measurable outcomes for businesses and learners alike.

Join us in shaping the future of L&D!

Acknowledgment

A heartfelt thank you to our colleagues for your expert insights. Your diverse experience across various domains has significantly enriched the depth and relevance of this eBook, playing a crucial role in shaping it into a valuable guide that inspires impactful learning and drives measurable outcomes.





Powered by MPS



Section 1

A Year in Review –
Reflecting on 2024

A Year in Review – Reflecting on 2024

Each year, EI's strategic review assesses learner experience, technology, and business impact. In 2024, transformative shifts like skill-based organizations and global enablement redefined L&D.

In this section, we highlight the progress, challenges, and insights to align 2025 strategies, empowering learners and organizations in an evolving landscape.



What Key Challenges Tested L&D's Resilience in 2024?

- **Adapting to AI Disruption:** L&D teams faced challenges integrating AI effectively, relying on outdated metrics instead of leveraging data-driven performance insights.
- **Maintaining a Human-Centric Approach:** Many employees felt dissatisfied with L&D programs, highlighting the need for improved learning experiences and retention strategies.
- **Skills Gaps in a Hybrid World:** Young professionals felt underprepared for workplace demands, underscoring the importance of targeted skill-building.
- **Leadership Challenges in Hybrid Environments:** Managers faced difficulties supporting employee growth, exposing gaps in leadership development strategies.
- **Evolving Culture Amidst Disruption:** Hybrid work environments created challenges in maintaining strong team relationships and organizational culture.

- **Addressing Generational Divide:** Generational learning preferences posed significant challenges in designing inclusive and engaging programs.
- **Employee Burnout and Digital Fatigue:** Overuse of virtual platforms led to disengagement and productivity loss, emphasizing the need for balanced learning approaches.
- **Measuring Learning ROI and Impact:** L&D leaders faced difficulties linking learning initiatives to tangible business outcomes, necessitating a focus on skill application.

But it wasn't all about challenges.

What Strategies Drove L&D's Success in 2024?

- **AI-Enhanced Learning:** L&D teams increasingly embraced [AI for digital learning](#) to boost engagement and support effective skill development.

A Year in Review – Reflecting on 2024



Not only did L&D make progress, but learners also achieved significant improvements throughout the year.

What Key Milestones Did Learners Reach in 2024?

- **Human-Centric Work Design:** Tailored, self-paced learning experiences became essential to improve employee engagement, retention, and satisfaction.
- **Reshaping Hybrid Learning:** Blended synchronous and asynchronous methods effectively supported skill development, particularly in addressing ESG-related training needs.
- **Leadership Development:** Microlearning emerged as a key strategy for delivering efficient and impactful leadership training in hybrid work settings.
- **Inclusive Learning Programs:** Expanding training to include diverse skill-building opportunities became a priority to meet evolving employee expectations.

- **Increased Flexibility and Access:** Hybrid and mobile-friendly formats empowered learners to access content at their convenience, with a growing preference for self-paced learning.
- **Skill-Focused Learning:** Targeted programs aligned learners with evolving roles, addressing skill gaps as employees expressed feeling underprepared for new challenges.
- **Inclusive and Purpose-Driven Learning:** Purpose-driven learning environments promoted growth and well-being, with high-performing organizations driving greater innovation.
- **Supporting Multigenerational Needs:** Tailored learning pathways catered to diverse age groups, with a strong preference for skill-based learning, particularly among Gen Z.

While 2024 Brought Both Positive Advancements and Challenges, What Obstacles did Businesses Have to Navigate?

- **Underestimating the Hybrid Transition:** Despite employee preference for hybrid work, many businesses lacked clear L&D strategies, hindering engagement.

A Year in Review – Reflecting on 2024

- **AI Oversight:** Insufficient governance led to a high failure rate in AI projects, particularly during the prototype phase.
- **Cultural Disruption:** Remote work weakened organizational culture, with many executives noting a negative impact on employee morale.
- **Skill Gaps:** While upskilling was a priority for many L&D teams, most organizations were unprepared to effectively address these needs.

Summarizing Key Lessons From 2024:

For Learners:

- Embrace **AI fluency and critical thinking**, with **67% of learners preferring tech-enabled learning** (LinkedIn's 2024 Workplace Learning Report).
- Focus on **hybrid skill development** to stay relevant.
- Invest in **stackable credentials** for career growth as **78% of employees prefer micro-certifications over degrees** (EdX 2024 Report).

For Businesses:

- Align talent with **skills-based strategies**, as **79% of organizations prioritize reskilling** (PwC's 2024 Global Workforce Survey).
- Focus on **skills-based hiring, internal reskilling, and promotions; 76% of companies now prioritize this** (LinkedIn's 2024 Workplace Learning Report).
- Invest in **culture-tech balance** to enhance employee experience and productivity.

For L&D Teams:

- Leverage **AI** to ensure **inclusivity** (Gartner's 2024 HR Technology Survey).
- Focus on **blended learning acceleration** models mixing in-person, virtual, and asynchronous learning.
- Prioritize **soft skills development**, focusing on **emotional intelligence** and **collaboration** as AI automates technical tasks.
- Foster **continuous learning**, driving **46% greater market agility** (Deloitte's 2024 Global Human Capital Trends Report).

Hereon

As organizations reflect on 2024, embracing agile, inclusive L&D strategies will prepare businesses for the evolving workforce demands of 2025 and beyond.





Powered by MPS



Section 2

Core Elements of a Transformative 2025 L&D Strategy

Core Elements of a Transformative 2025 L&D Strategy

Amid workforce shifts, 2025 demands L&D transformation, with **73% investing in technology to integrate AI, design, and culture for growth** (Brandon Hall Group™ HCM Outlook 2025).

What are the critical focus areas shaping L&D strategies in 2025?

Technology-Driven Learning

- 1. AI Integration:** Use AI to personalize learning and amplify human skills like creativity and empathy, as **90% of organizations anticipate AI's major impact** (Brandon Hall Group™).
 - AI-driven learning paths
 - AI coaching bots
 - AI for content delivery
- 2. Hybrid Learning Models:** Ensure high-impact, flexible learning as **75% of large enterprises adopt hybrid approaches** (Learning Revolution study).
- 3. Immersive Learning:** Leverage AR/VR for immersive training, enhancing engagement and skill retention; **40% of L&D teams plan adoption by 2025** (PwC, 2024).

Skills and Workforce Development

- 4. Skills-First Approach:** Focus on adaptability and emotional intelligence with continuous skill evolution frameworks to navigate volatility.
- 5. Staff Augmentation:** Use on-demand talent (54%) to address skill gaps and ensure agility in dynamic markets (Manpower Workforce Resources 2024).

Culture and Sustainability

- 6. Sustainable Cultures:** Prioritize psychological safety (63%), learner experiences (62%), and well-being (48%) for resilience and engagement (Brandon Hall Group™).
- 7. ESG Alignment:** Embed eco-conscious principles in learning to foster eco-conscious mindsets and drive green initiatives, with **45% of L&D teams driving sustainability goals** (Training Industry 2024).
- 8. Social Learning Platforms:** Implement these to foster peer-to-peer collaboration, enhancing engagement; **70% of L&D teams plan adoption** (LinkedIn Learning, 2024).



Core Elements of a Transformative 2025 L&D Strategy

Business Outcomes

9. **Outcome-Based Learning:** Tie learning to business metrics like customer relations (77% improvement) and revenue growth (36%) with predictive analytics (Brandon Hall Group™).
10. **Multigenerational Engagement:** Blend formal (38%), informal (29%), and experiential (33%) learning to cater to [diverse generational preferences](#) (Unboxed Technology 2024).
11. **Real-time Analytics:** Track learner progress against organizational performance and expand metrics to customer satisfaction (instead of mere customer relations), operational efficiency, and revenue growth.

Success in 2025 will depend on aligning learning strategies with organizational goals and prioritizing human-centric development.

The following section outlines key trends that will drive this transformation, offering insights into how L&D strategies must evolve.





Powered by MPS



Section 3

L&D Trends 2025

Trend 1

Leveraging AI in LearnTech for Strategic Impact

3.1.1 EI in the age of AI

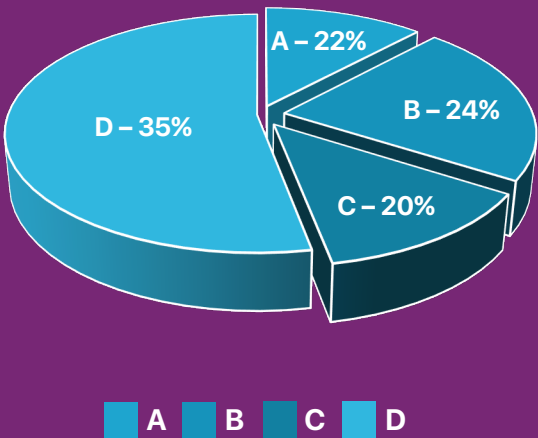
Introduction

In 2025, skill-based organizations will lean on AI to address the pressing need for hyperpersonalized learning and rapid skill development. AI’s ability to analyze data and provide real-time, tailored support through virtual assistants is transforming L&D, but the challenge

lies in preserving human connection. The shift lies in [integrating emotional intelligence \(EI\) with AI](#), addressing the challenge of keeping technology-driven learning meaningful.

How is your organization currently using AI to enhance L&D initiatives?

- 1. Personalizing learning journeys
- 2. Automating content creation and delivery
- 3. Driving insights with AI analytics
- 4. Building the foundation for AI adoption



Source: Independent Survey by EI

“

"When developing your action plan, it's key to figure out how AI can help bridge tech gaps and streamline processes. It's crucial to emphasize the human element and train teams to ethically leverage AI to enrich learning experiences rather than treat this emerging technology as a talent replacement."

– Christopher Pappas, Founder, eLearning Industry

”

The Solution

How should you design learning ecosystems that harness AI's precision while preserving the empathy needed to make skill development both effective and deeply engaging?

Here are four key tracks EI recommends focusing upon:

1. Hyperpersonalized Learning

- [AI-driven learning will redefine personalization](#), dynamically adapting pathways to learner needs, driving right-skilling, cross-skilling, and upskilling.
- At EI, we foresee hyperpersonalization enabling LIFOW and creating human-centric environments where technology seamlessly supports skill-competency development.

2. AI-Powered Learning Analytics

- [AI-powered learning analytics](#) will evolve into predictive tools, identifying skill gaps, recommending interventions, and forecasting future needs, with LXPs driving these initiatives.
- [EI's NexGen ROI model](#) leverages these analytics to demonstrate measurable business impact, fostering continuous improvement through real-time insights into learners' emotional and cognitive states.

3. AI-Powered Chatbots and Assistants

- By 2025, AI chatbots will provide personalized, empathetic learning support, accelerating skill acquisition while adapting to learners' needs and emotions.
- EI predicts that such emotionally intelligent support systems (let's not call them bots anymore, yes?) will redefine on-the-job learning, blending efficiency with humanity, with **deployments projected to grow 160% in two years** (source: Hyperspace).

4. AI for Quick Content and Solution Generation

- [AI will revolutionize L&D content creation](#), automating tasks with unmatched speed and efficiency.
- Gartner predicts **90% of content consumers will become creators**, with AI streamlining production while EI predicts that emotionally engaging, relatable solutions will ensure learning remains predictable.

Trend 1

Leveraging AI in LearnTech for Strategic Impact

The Action

In 2025 and beyond, the success of learning and development initiatives will hinge on a harmonious integration of AI and EI. Embrace AI-powered tools and pair them with emotionally intelligent strategies to deliver hyper personalized, empathetic, and

[transformative learning experiences for your workforce.](#)

Explore EI's solutions to combine [cutting-edge AI](#) with emotional intelligence for impactful L&D outcomes and redefine the future of learning!

Insights

[Webinar Recording: AI and Engagement for a Multigenerational Workforce](#)

[Article: Leveraging Conversational AI Role Play in L&D](#)

[Article: Accelerating Learning Delivery: Scalable Strategies with AI and Rapid eLearning Development](#)



3.1.2 Integration of Immersive Technologies

Introduction

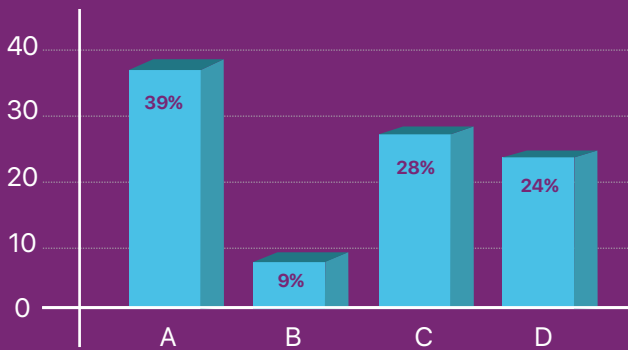
In 2024, growing workforce demands and rapid technological advancements posed significant challenges for L&D teams, including widening skill gaps, diverse learner needs, and shifting business priorities. Organizations increasingly adopted VR, AR, and AI-powered solutions to deliver personalized, scalable, and cost-effective

training. High-stakes industries, such as healthcare and manufacturing, emphasized wearable-free immersive technologies to enhance experiential learning, enabling efficient upskilling and reskilling to future-proof their workforce.

What AI-driven innovations are you most looking forward to seeing in L&D?

- 1. Adaptive learning systems
- 2. AI-powered chatbots
- 3. Generative AI for content creation
- 4. AI for Immersive Learning

Source: Independent Survey by EI



The Solution

How can organizations bridge skill gaps and future-proof their workforce in the coming year? By embracing immersive technologies and AI-driven solutions.

Here are two major recommendations from EI that should be adopted.

1. Merging AI with Immersive Learning Experiences

EI predicts that AI and immersive tech will redefine L&D in 2025, aligning with evolving workforce goals while tying into [our NexGen ROI model](#).

1. Personalized Learning Evolution:

AI will enable hyper-personalized learning paths, boosting engagement by 47% (McKinsey), while predictive AI anticipates and addresses future skill gaps to accelerate mastery and improve outcomes.

2. Immersive Simulations at Scale:

AI-powered VR/AR will enable scalable, real-world learning, helping organizations retain 75% of skills (Brandon Hall Group). Immersive, wearable-free tech will enhance accessibility, focusing on technical, leadership, and decision-making skills ("learning by doing").

Trend 1

Leveraging AI in LearnTech for Strategic Impact

3. Strategic Analytics for Decision making:

AI-driven analytics will offer prescriptive insights, **boosting efficiency by 30%** (Deloitte), helping L&D teams align training with measurable outcomes and strategic workforce planning in 2025.

2. Immersive Learning Without Wearables

In 2025, wearable-free AR, VR, and 3D simulations will transform training, with healthcare and retail leveraging browser-based solutions for scalable, cost-effective, and accessible learning, seamlessly integrating into global ecosystems.

1. Accessibility for All:

Web-based immersive experiences will enable accessible, cost-effective training on laptops, tablets, and smartphones, eliminating the need for expensive hardware.

2. Next-Level Scalability:

Browser-based platforms will drive global rollouts, reduce training costs, **and enhance deployment efficiency by 30%** Source: Deloitte).

3. Enhanced Interactivity:

AI-driven environments with adaptive hotspots and scenario branching will **make learners 4x faster and 275% more confident** (PwC).



The Action

For 2025, the challenge isn't adoption—it's optimization. Organizations must leverage these advancements to stay agile, scalable, and future-ready. The year will push the boundaries of immersive learning, combining scalability and

interactivity to deliver truly transformative experiences. Refer to our range of AI and immersive learning assets to equip your teams with the right strategies,

[*Transforming Workforce Learning with Immersive Technologies*](#)

[*Leveraging Conversational AI Role Play in L&D*](#)

[*From Theory to Practice: Using Immersive Learning to Drive Experiential Learning*](#)

[*Simulations as the Catalyst for Rapid Skill Mastery*](#)

Trend 2 Supporting a Multigenerational Workforce

Introduction

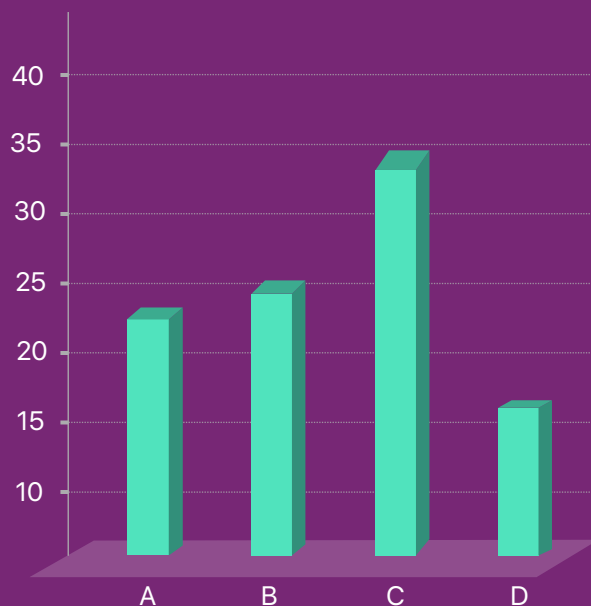
The challenge in 2025 is designing learning experiences that are adaptable and inclusive, engaging four distinct generations with diverse

preferences and needs to drive meaningful, impactful development across the workforce.

How is your organization preparing to meet the learning needs of a multigenerational workforce?

- A. Expanding diverse content formats
- B. Developing culturally adaptive and accessible learning experiences
- C. Designing personalized, role-specific learning paths
- D. Leveraging inclusive, tech-enabled environments to engage all generations

Source: Independent Survey by EI



The Solution

Inclusive and Adaptable Learning Design Strategies

1. Renaissance of Blended Learning

Blended learning has resurfaced as a powerful approach by seamlessly integrating diverse modalities—videos, eLearning modules, and hands-on workshops, boosting engagement, retention, and flexibility for a multigenerational workforce.

“

What Generation Z wants is both immersive and interactive learning content. While they might be digital natives and favor short-form learning videos, they also enjoy cohort-based learning, which means sharing ideas with peers and validating one another.

— Michael Rochelle, CSO and principal analyst, Brandon Hall Group

”

EI calls this **Blended 3.0**, and what you end up with is a recipe for success!

2. Growing demand for mobile learning

With **68%** of employees preferring mobile learning, it offers flexibility, accessibility, and personalized experiences for all generations. With learning-on-the-go taking a whole new dimension, EI predicts new-age mobile learning frameworks becoming a game changer.



3. NexGen Microlearning (Nano Learning)

Short, targeted content, like reel-style short videos, flashcards, and infographics, appeals to all generations, offering fast, actionable insights that fit seamlessly into daily routines, powering LIFOW.

“

Baby Boomers have demonstrated resilience in adapting to new technologies, evolving from traditional learners to embrace modern tools like digital collaboration platforms and strategies.

— Josh Bersin

”

EI recommends weaving these actionable, short snippets of content in mere **seconds**!

Trend 2

Supporting a Multigenerational Workforce

The Solution

4. Micro games/Gamelets

One of EI's most-recommended strategies include 10–15-minute game-based activities to reinforce skills and concepts, making learning interactive and engaging across generational lines.

5. Immersive or Hybrid Models

[A strong combination of AR, VR, and 3D](#) deliver realistic, interactive learning experiences that bridge performance gaps and accelerate skill application at the same time. EI foresees this to be the cutting-edge change in bridging generational gaps.

6. Multi-modal/Microlearning Approach

With studies showing that multi-modal learning **increases retention by up to 60%**, EI recommends combining text (Read), audio (Listen), video (Watch), and 24 interactive learning formats (Learn) to enhance engagement and drive effective learning outcomes for diverse audiences.

The Action

[Embrace generational diversity in learning design](#). Unlock collaboration and innovation by tailoring programs for all generations. Build a culture of respect and value from day one.

Read More

[L&D Playbook for Multigenerational Learning](#)

[Advanced Learning Strategies for Multigenerational Workforce](#)

[Role of AI Within Generational Learning](#)



Trend 3

Building a Skills-First Workforce with a Human-centric Approach

Introduction

The rise of remote and hybrid work, coupled with automation, has exposed gaps in traditional job roles, emphasizing the need for a skills-first, human-centric workforce. In 2025 and beyond, success will depend on balancing emerging technologies with human-centric learning approaches to drive agility and talent alignment.

The Solution

With 85 million jobs potentially displaced by automation by 2025 (World Economic Forum), EI recommends that addressing skill gaps is critical.

Here are potential enablers that should be able to assist L&D teams:

- **Skills-Based Talent Management:** [Bridge skill gaps](#) from automation and evolving roles by promoting continuous upskilling. This should **help align 94% of employees with organizational goals** as per the World Economic Forum (WEF), 2024.
- **Upskilling for Agility:** Address the evolving job landscape by prioritizing upskilling and reskilling, enabling workforce adaptability to new roles and demands, as highlighted by WEF.
- **Modernizing Learning Content:** [Leverage AR, VR, gamification, and simulations](#) to refresh courses, especially to cater to millennials and Gen Z learners.
- **Customer Experience (CX) Training:** Strengthen soft skills via [role plays and simulations](#) to boost customer satisfaction and loyalty. This would be crucial in industries like healthcare and retail.
- **Leadership Development & Succession Planning:** Invest in mentoring, talent assessments, managing remote, hybrid, and distributed teams, and rotational assignments to reduce attrition and build leadership pipelines.
- **AI-Driven Skill Development:** Leverage AI and the growing scope of Gen AI for skill gap analysis and personalized learning, **enhancing workforce agility and adaptability by 60%** (Gartner, 2024 HR Technology Survey).

Building a Skills-First Workforce with a Human-centric Approach

- **Digital Literacy & AI Fluency:** Train employees in emerging tech like AI to enhance productivity and innovation.
- **Diverse Learning Modalities:** Adopt blended learning for flexibility. **Use hybrid models to improve retention rates by 30%** (Training Industry, 2024 Annual Report).
- **Data Literacy for Strategic Decisions:** Equip employees with data skills to drive informed, impactful decisions, enhancing organizational performance and competitiveness.
- **Emerging Workforce Challenges:** Enable knowledge transfer via mentorship (large retiring workforce), and drive upskilling, reskilling, and cross-skilling to adapt to evolving roles and automation.

Simultaneously, EI recommends prioritizing human-centric skills by tailoring solutions to meet audience needs.

How do we make this work? The strategies outlined offer the perfect approach to creating the right balance.

- **Developing Emotional Intelligence:** Equip leaders with empathy and communication skills to enhance engagement. Studies show that **emotional intelligence training boosts leadership effectiveness by 48%** (Forbes, 2024).
- **Diversity, Equity & Inclusion (DE&I):** Implement mandatory DE&I training and augment with neurodiverse training to reduce workplace discrimination, ensuring a respectful and productive work environment.

- **Wellness Training:** Offer mental health and stress management programs to improve job satisfaction and retention, addressing **burnout rates that affect 23% of employees** (Gallup, 2024).
- **Cultural Diversity Training:** Design global learning experiences that enhance cross-cultural communication, increasing teamwork effectiveness.
- **Culturally Adaptive Programs:** Develop multi-language and culturally tailored training to ensure inclusivity and boost global team performance.
- **Soft Skills for Digital Success:** Prioritize creativity and critical thinking to empower employees to navigate digital transformation and solve complex challenges.
- **Green Skills Training:** Integrate sustainability-focused learning to equip employees with green skills, supporting eco-friendly practices and the growth of sustainability-driven roles.

The Action

Ready to build a future-ready, skills-first workforce? Explore our range of learning assets designed for 2025 and beyond.

Read More

[Simulations as the Catalyst for Rapid Skill Mastery](#)

[Skilling Without Work Disruption: Enabling Learning in the Flow of Work](#)

[How to Drive Effective Skills Development and Right-Skilling in Organization](#)

Trend 4 Fostering a Culture of Continuous Learning

Introduction

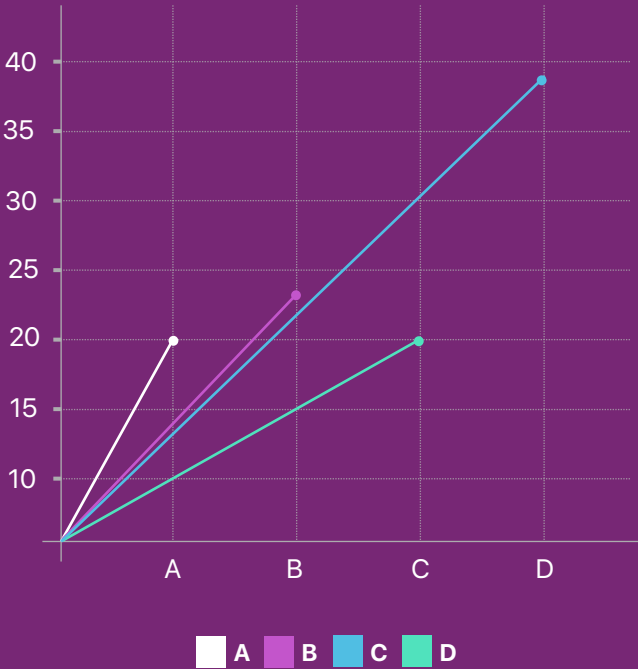
In the upcoming year, businesses are likely to face the challenge of ensuring teams remain engaged, agile, and aligned with evolving priorities. This would require continuous

learning, advanced technologies, and flexible content delivery to drive performance and growth.

How is your organization using technology to enable always-on learning environments?

- A. Using AI for personalized learning paths
- B. Leveraging LXPs for on-demand content access
- C. Embedding microlearning into productivity tools
- D. Utilizing analytics to track and optimize engagement

Source: Independent Survey by EI



Trend 4

Fostering a Culture of Continuous Learning

The Solution

To stay ahead of the curve, EI recommends [building a culture of continuous learning](#),

embracing flexible, learner-centric delivery models.

1. Flexible Content Delivery

With **89%** of workers desiring training available anytime and anywhere, offering flexible, learner-centric content delivery is essential (Devlin Peck).

3. Self-Directed & Collaborative Learning

Encouraging employees to set their own learning goals and choose relevant paths will help foster a culture of continuous development (TalentLMS).

2. Learning in the Flow of Work (LIFOW)

Embed learning directly into tasks, ensuring relevance and real-time application to **boost employee productivity by 25%** and **increase skill application rates by 20%** (Elearning Industry).

4. Technology & Analytics

Utilizing LXPs and analytics provides personalized, real-time insights will enhance learning experiences and support continuous improvement (Training Industry).

The Action

Drive growth and engagement by building a strong learning culture. Discover the solution with EI.

[Learning Culture eBook](#). To gauge the impact of LIFOW on employee productivity and performance, refer to this [article](#).

For deeper insights, explore our [eBook on Learning in the Flow of Work](#) and our



Trend 5 Measuring and Demonstrating Impact

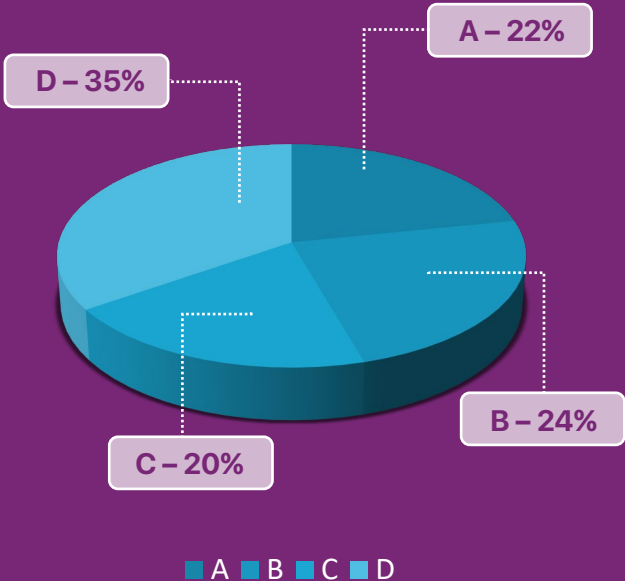
Introduction

In 2024, learning measurement saw a **shift toward data-driven insights** and **strategic alignment**, helping organizations link learning to business outcomes. However, 2025 demands a more refined approach—[integrating](#)

[AI-powered learning analytics](#) to provide predictive insights and focusing on skills and talent management to address workforce needs, ensuring measurable impact and sustained organizational growth.

What role do you think AI-powered analytics will play in improving the measurement of training effectiveness?

- A. Automating data collection and reporting
- B. Providing predictive insights on learner success
- C. Enabling real-time adjustments to learning strategies
- D. Identifying gaps and trends to refine training programs



Source: Independent Survey by EI

The Solution

El's [NexGen ROI Framework](#) is set to redefine talent management by seamlessly integrating AI-powered learning analytics, driving measurable impact and workforce agility.

1. Evolving Strategic Alignment

The NexGen ROI model will adapt to ensure [deeper alignment of learning initiatives](#) with talent management goals, addressing the 89% of organizations prioritizing measurable business outcomes (LinkedIn, 2024).

2. Enhanced AI-Driven Insights

AI-powered analytics will evolve to provide granular skill gap analyses, predictive workforce trends, and real-time impact measurement, **improving learning ROI by 60%** (Gartner, 2024).

The model is predicted to evolve, incorporating advancements such as:

3. Integrated Talent Growth

By linking performance metrics with personalized learning paths, the framework will help organizations future-proof their workforce against evolving roles, crucial as **85% of jobs transform due to automation** (WEF).

4. Continuous Skill Adaptation

NexGen ROI will foster dynamic learning ecosystems, enabling employees to stay ahead in skills and career development through adaptive AI-driven learning paths.

The Action

Elevate your talent strategy with El's NexGen ROI model in 2025 and beyond.

Refer to our learning assets to adopt actionable insights that ensure workforce agility, close skill gaps, and drive measurable impact aligned with your business goals.

[NexGen ROI: A New Paradigm to Learning Impact Measurement](#)

[Prove or Perish: Why L&D Must Master ROI Measurement](#)

[Leveraging AI for Effective L&D Measurement](#)



Trend 6 Sustainability Practices

Introduction

In 2024, L&D began aligning with sustainability goals, emphasizing green skills and operational practices. However, with increasing environmental challenges and regulatory demands, 2025 requires L&D teams to

accelerate efforts, driving ESG impact through targeted training and sustainable learning ecosystems.

What role does ESG-focused training play in shaping your organization's learning strategy?

- A. Aligning learning with corporate sustainability goals
- B. Educating employees on ESG principles and practices
- C. Embedding ESG into leadership and decision-making programs
- D. Prioritizing ESG awareness across all organizational levels



Source: Independent Survey by EI

“

"Through strategic corporate training, L&D teams play a vital role in organizational sustainability by developing leaders who champion environmental initiatives, embedding green policies into workplace culture, and cultivating an environmentally conscious mindset across all levels. By integrating sustainability themes throughout the learning journey, L&D ensures environmental responsibility becomes part of the company's DNA."

*- Michael Rochelle, Co-Founder,
Brandon Hall Group*

”

The Solution

EI recommends and sees potential in a few key strategies that will be essential.

1. Resilience and Adaptability Training

- Equip employees with key skills like resilience and adaptability to handle disruptions, identified by McKinsey as critical for future success.
- [Integrate emotional intelligence \(EI\) into learning programs](#) to boost engagement and performance, creating safe zones for skill practice.
- Use AI-driven platforms to personalize learning and provide on-demand support, **increasing learning effectiveness by 40%** (Gartner).

2. Growing Significance of ESG/Business Sustainability Training

- Embed green themes like carbon accounting and energy optimization into training programs.
- Collaborate with experts to co-create industry-specific content, addressing the **94% of organizations reporting ESG skill gaps** (ManpowerGroup).
- Combine formal training, microlearning, and expert insights to bridge these gaps effectively.

3. Future-Proofing Training

- Adopt modular design for easy updates, [keeping training content evergreen](#) without the need for complete overhauls.
- Leverage AI platforms for real-time feedback and personalized learning paths, **enhancing learning agility by 60%** (LinkedIn).
- Transition to scalable digital solutions, reducing environmental impact.

4. Green Learning Operations

- Go fully digital to reduce costs and carbon footprints.
- Use cloud-based and energy-efficient tools to optimize delivery.
- Incorporate immersive technologies and simulations for resource-efficient, targeted learning.

Trend 6

Sustainability Practices

The Action

Align L&D strategies with sustainability to build a resilient, eco-conscious workforce.

Reach out to EI for insights to adopt green skills in learning design and development.

Read More

[Emotional Intelligence and Workplace Learning](#)

[Rethinking the L&D Operating Model: Aligning Strategy, Talent, and Technology](#)



Trend 7 Staff Augmentation in L&D

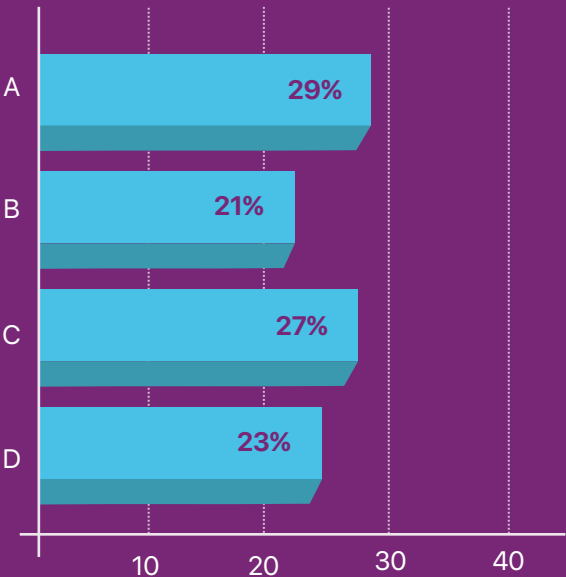
Introduction

2024 saw L&D teams facing an uphill battle—struggling to keep up with rapid technological changes, tight project timelines, and the growing

demand for specialized knowledge to meet unique learning needs, all while reducing the long-term commitment of permanent hires.

Is your organization exploring staff augmentation to enhance the diversity of your L&D team’s perspectives and skills?

- A. Yes, we actively use staff augmentation for diverse methodologies
- B. We are planning to explore this in the near future
- C. Not yet, but it’s under consideration
- D. No, we rely solely on internal expertise



Source: Independent Survey by EI

“

On-demand L&D talent is like having a Swiss Army knife for scaling – instantly deployable, versatile, and equipped to handle any skills gap. It gives organizations the flexibility to expand capacity through reliable partners without missing a beat.

– Archana Jayaraj, COO, EI Powered by MPS

”

The Solution

While staff augmentation addressed immediate challenges in 2024, EI projecting key measures that L&D must adopt to scale and innovate the model in 2025 for long-term impact.

1. Access Specialized Expertise

- Leverage rapid scaling with external talent in instructional design, learning technologies, and design/development.
- Address specific needs like global training rollouts or new LMS launches, **reducing time-to-deployment by 40%** (Gartner, 2023).

2. Drive Innovation with Emerging Technologies

- Integrate VR, AI, and other cutting-edge tools with niche experts, like EI's immersive learning unit - **MPS Europa**, as **63% of L&D professionals plan to use VR in training by 2025** (Brandon Hall Group, 2024).
- Enhance learner engagement and retention through **immersive technologies**.



3. Foster Diversity and Global Insights

- Leverage external talent to bring diverse perspectives into instructional design, including neuro-diverse learning and insights into global learning trends that can improve learner engagement.
- Improve training outcomes by **30%** through globally resonant, inclusive strategies (LinkedIn, 2023).

4. Boost Agility and Adaptability

- Scale resources quickly to meet evolving organizational needs and project timelines.
- Access niche expertise to implement cutting-edge training methods and drive innovation.

The Action

Bridge talent gaps and scale your L&D team. Explore how EI can help you through their 'Single Partner of Choice for L&D Transformation' approach.

To deepen your understanding of how to leverage staff augmentation in L&D, explore our in-depth article on [Enabling a Flexible Talent Strategy in L&D Through Staff Augmentation](#).



Trend 8 Operational Excellence in L&D

Introduction

As organizations grapple with rapid technological advancements, economic uncertainties, and growing skill gaps, **L&D teams are tasked with delivering measurable impact, often with limited resources.** According to the *2024 Training*

Industry Report, U.S. **training expenditures saw a 3.7% decline**, indicating tighter budgets and the need for operational efficiency. Concurrently, learners demand more engaging, personalized, and flexible experiences, pushing L&D teams to rethink their strategies.

What role does process standardization play in improving the efficiency of your L&D operations?

- A. Ensures consistency across training programs
- B. Speeds up content creation and delivery
- C. Reduces redundancy and operational inefficiencies
- D. Enables better alignment with business objectives



Source: Independent Survey by EI

The Solution

To address this demand, EI proposes that **L&D teams must evolve into Organizational Growth Accelerators**, addressing skills gaps in real time while preparing the workforce for future disruptions.

But how you say? Here are five strategic levers EI recommends.

1. Right-Skilling for Real Impact

A Chief Learning Officer report revealed **45% of employees feel training doesn't meet their needs**. This highlights the need for **right-skilling**—equipping employees with essential skills—and adopting agile, iterative design to quickly adapt training to shifting business priorities.

2. Immersive Technology for Skill Building

Immersive technologies like Virtual Reality (VR) and Augmented Reality (AR) are becoming increasingly impactful particularly in high-risk industries. PwC's study shows VR-trained learners have **275% more confidence**, while **AI-driven platforms personalize learning, track performance, learning patterns, and behaviours** to enable continuous, data-driven improvements.

3. Smart Strategies for Scalable Learning

L&D teams can **implement high-impact solutions with optimal resources** by using modular learning formats like **microlearning** for content reusability and retention (Source: Brandon Hall Group). **AI can automate content creation** while **Open Educational Resources (OERs), team- forums, and blended learning approaches** enhance effectiveness supported by a **structured governance model** to align with priorities.

4. Unified Learning Ecosystems

Unified learning ecosystems, integrating platforms like LMS, LXP, and HR tools, will play a key role here, and can enable organizations to reduce training delivery time by **20-30%** while improving employee engagement and performance (Source: Josh Bersin's Corporate Learning Report).



5. Cross-Functional Collaboration

By 2025, **50% of all employees will need reskilling, with 40% of core skills expected to change** (Source: World Economic Forum). EI predicts that **L&D teams must future-proof skills**, collaborate with **HR, IT, and business units**, and align training with evolving organizational priorities.

The Action

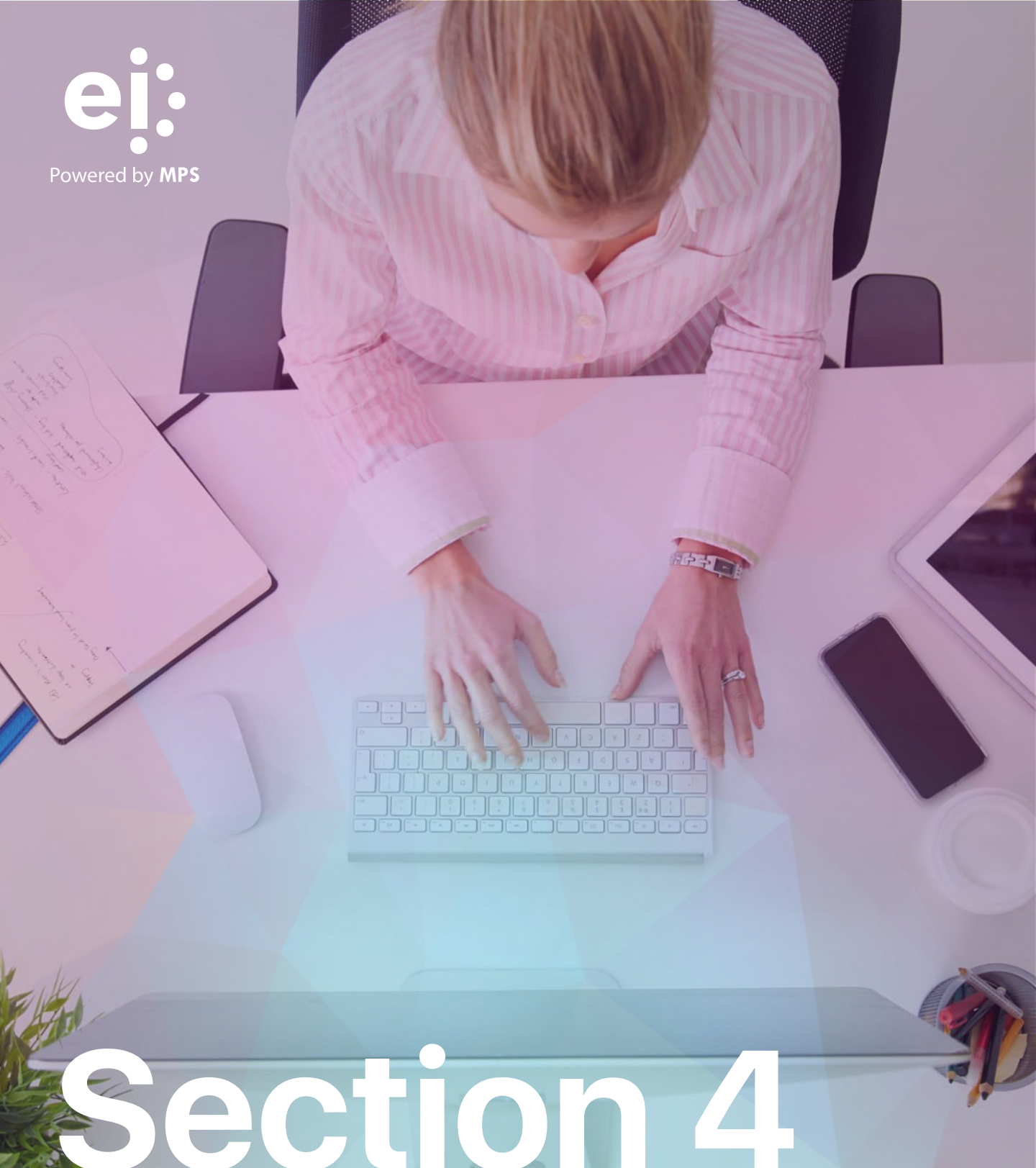
Embracing strategic agility, continuous upskilling, and cross-functional collaboration will position L&D teams as enablers of future-ready workforces while achieving operational excellence in this year. According to Deloitte, organizations with strong learning cultures are 46% more likely to be first to market and experience 37% greater employee productivity.

For more actionable insights on aligning your L&D operating model with business strategies and delivering measurable impact, dive into EI's [Rethinking the L&D Operating Model eBook!](#)





Powered by MPS



Section 4

eLearning Trends (Content Development Trends)

eLearning Trends (Content Development Trends)

In 2025, modernizing learning content is mission-critical.

EI introduces the "**Power of 10 Framework**" as a strategic blueprint to drive the imperative modernization of learning content.

- **Nano-Learning Push Notifications:** Mobile alerts will deliver concise learning moments to reinforce knowledge.

1. AI-Driven Content Development

[AI tools will redefine content creation](#), enabling rapid development and hyper-personalized learning experiences:

- **Dynamic Content Generation:** AI will automate the creation of quizzes, simulations, and microlearning modules, significantly reducing development time.
- **Hyper-Personalization:** AI will tailor learning paths based on individual performance, preferences, and goals, ensuring higher engagement and impact.
- **Predictive Learning Analytics:** AI-driven insights will predict learner needs, enabling proactive content adjustments and improved learning outcomes.



2. NexGen Microlearning

[Microlearning](#) will evolve into a precision-targeted approach, catering to specific learner needs:

- **Skill-Focused Nuggets:** Task-specific modules will address real-time skill gaps.
- **Scenario-Rich Interactions:** Short, interactive scenarios will enhance application and decision-making skills.

3. NexGen Gamification

[Gamification strategies](#) will focus on fostering deeper engagement and inclusivity:

- **Meta-Learning Games:** Short games will combine skill-building with reflection, encouraging long-term learning retention.
- **Gamified Adaptive Paths:** AI-powered gamification will customize challenges based on individual performance levels.
- **Universal Design for Gamification:** Games will be designed to include cultural nuances and accessibility features for global learners.

eLearning Trends (Content Development Trends)

4. Blended Learning 3.0

Blended learning models will adapt to hybrid and flexible workplace needs:

- **Dynamic Blended Models:** Seamless integration of synchronous, asynchronous, and experiential learning will offer tailored hybrid experiences.
- **Augmented Immersion:** Augmented reality and gamified elements will enhance blended learning tracks, making them more engaging and interactive.

5. Immersive Content Creation

[Immersive technologies](#) will dominate experiential learning in 2025:

- **Multi-Sensory Simulations:** VR and AR will combine with haptics for realistic, tactile training experiences.
- **On-Demand Immersion:** Gearless simulations will enable learners to access advanced experiences from any device.

- **360° Learning Environments:** Interactive virtual spaces will create hyper-real settings for advanced simulations.

6. Accessibility and Inclusion

Inclusivity will become a cornerstone of content design:

- **Equity-Driven Content Design:** Content will be designed to reflect cultural, regional, physical, and linguistic diversity.
- **AI-Assisted Accessibility:** Real-time captions, translations, and voice-to-text features will make learning universally accessible.
- **Inclusive Narratives:** Scenarios and examples will eliminate bias, ensuring global resonance.

7. EdTech Evolution

EdTech will drive innovation and scalability in content development:

- **Intelligent Content Platforms:** Platforms will use AI to recommend, update, and curate content in real time.
- **Cloud-Based Content Hubs:** Centralized platforms will enable seamless collaboration and updates for global teams.
- **Extended Reality (XR):** XR technologies will merge VR, AR, and MR for advanced collaborative learning experiences.



eLearning Trends (Content Development Trends)

8. Data-Driven Content Refinement

Data insights will enable continuous content optimization:

- **Behavioral Analytics:**
Engagement heatmaps will inform content refinement and delivery strategies.
- **Impact Alignment:**
Content will align with KPIs and business goals, ensuring relevance and ROI.

9. Social and Collaborative Learning

Social learning will foster collective growth and engagement:

- **Crowdsourced Learning Content:**
Peer-generated insights will enrich training modules with diverse perspectives.
- **Collaborative Gamified Challenges:**
Team-based activities will enhance group problem-solving skills.
- **Embedded Social Ecosystems:** Forums, real-time Q&A, and polls will make content more interactive and engaging.

10. Adaptive Learning Ecosystems

- **AI-Powered Skill Mapping:**
Systems will dynamically identify skill gaps and recommend tailored learning paths to address individual and team needs.
- **Continuous Learning Journeys:**
Platforms will enable seamless progression through personalized microlearning, formal training, and experiential activities.
- **Contextualized Learning:**
Adaptive tools will provide real-time resources based on employees' roles, projects, and immediate challenges, ensuring relevance and efficiency.

As workforce demands evolve, outdated courses risk irrelevance. Refreshing them will ensure alignment with emerging skills, cutting-edge technologies, and diverse needs, fostering engagement, agility, and long-term impact.

Parting Thoughts

As we navigate the dynamic L&D landscape, the future belongs to those who blend innovation with human-centric strategies. By fostering agile, skills-first workforces, we can empower individuals and organizations to thrive amidst change.

Let's champion the shift toward transformative learning, shaping a future where continuous growth and adaptability are the cornerstones of success.





Archana Jayaraj

Chief Operating Officer

Archana Jayaraj leads EI's global operations with a focus on process excellence and driving revenue growth. With over 16 years of experience in strategic leadership and skill development, she has played a pivotal role in closing skill gaps and pioneering innovative solutions in the talent and learning space, enabling organizations to stay ahead in the competitive landscape.



Soma Bhaduri

Global Head of Instructional Design

With over 20 years of experience, Soma is a seasoned leader in learning and performance consulting, specializing in global strategies, workforce enablement, and performance ecosystems to maximize ROI and drive organizational success.



Rohini Gupta

Head of Content

Rohini is a thought leader with 20+ years of experience in instructional strategy, experiential learning, and content development. At EI, she drives strategic learning initiatives and designs impactful content solutions for high-profile projects.



George Oommen

VP, Operations

George Oommen leads EI's delivery and operations. With over 20 years of experience in the learning solutions and delivery leadership roles, he focuses on improving operational efficiency and delivery excellence.



Henrique Taborda

Head of Immersive Learning

Henrique specializes in immersive learning solutions using VR, AR, and MR for corporate training. With extensive experience in creating scalable programs, he drives workforce performance and engagement, leveraging innovative technology to deliver measurable results.



Darren Patel

Senior Manager, Instructional Design

Darren is an experienced content manager with nearly 10 years of experience as an Instructional Designer after transitioning from a career across domains such as training, MIS, and technical support. He's passionate about delivering innovative designs and gamified solutions across multiple portfolios.



Sudeshna Sinha

Associate Director, Instructional Design

Sudeshna is a seasoned L&D Consultant with over 14 years of experience in designing and delivering high-impact learning solutions across diverse industries. Her expertise spans a wide range, enabling her to bring unique insights into the challenges facing today's L&D professionals. Sudeshna is passionate about creating engaging learning experiences that drive employee development and contribute to organizational success.



Abilasha Veeraraghavan

Learning Design Architect

Abilasha is a Learning Design Architect who blends creativity with strategic thinking to create inclusive and impactful learning experiences. With 7 years of experience across a variety of learning modalities, her focus is on crafting experiences that not only educate but also supports the emotional well-being of learners.



Dr. Gagandeep Kaur

Senior Director, Instructional Design

Gagan has extensive experience in strategizing and leading the design, development, and delivery of workforce learning solutions. A Ph.D. in learning design, she specializes in developing engaging, effective, and scalable learning programs, leveraging advanced instructional design theories and latest eLearning technologies.



June Kamath

Digital Content Lead

June is a seasoned digital content manager with a decade of experience driving brand visibility and engagement in the learning space. Known for her expertise in market insights and team management, she excels in content strategy and project management, consistently achieving high-level marketing goals.

Our Journey Thus Far



Looking at adopting new ways to enhance your Learning Strategy?

EI can help you with that and more!

From content development, L&D Advisory and Consulting, to LearnTech, we are the single source partner of choice for training.

Email: engage@eidesign.net | www.eidesign.net

