

# What will be hot in workplace L&D in 2019?

## A whole new world

Respondents came from 92 countries, with 90% of voters based in 5 regions: North America, UK, Europe, India and Australia & New Zealand.

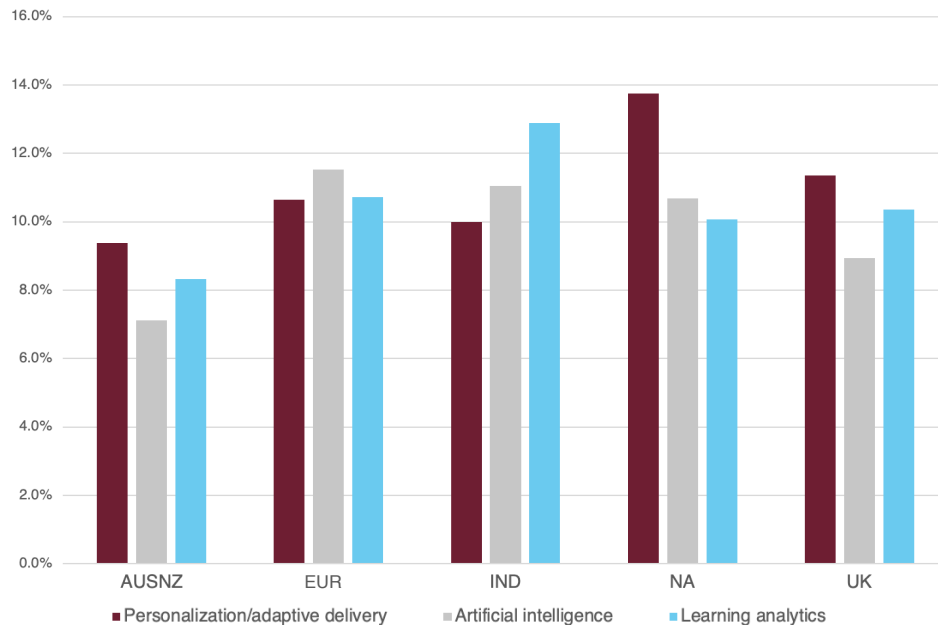
Sentiment across these regions varied. North America favoured Personalization strongly, for the third year in a row, while India and the UK backed Learning analytics. Of all the regions, Australia and New Zealand were least enthusiastic about the three options topping the global results table, while Europe provided the strongest vote for Artificial intelligence:

### 2019

1.	Personalization/adaptive delivery (1)
2.	Artificial Intelligence (3)
3.	Learning analytics (-)
4.	Collaborative/social learning (2)
5.	Micro learning (5)
6.	Learning experience platforms (-)
7.	Virtual and augmented reality (7)
8.	Mobile delivery (10)
9.	Consulting more deeply with the business (4)
10.	Showing value (6)
11.	Performance support (-)
12.	Neuroscience/cognitive science (11)
13.	Video (13)
14.	Curation (9)
15.	Developing the L&D function (12)
16.	Other: (15)

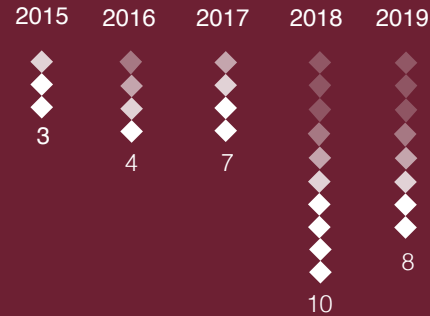
Votes 2019 5,332

Leading options by region



## A winner, a loser, a question

### Mobile delivery



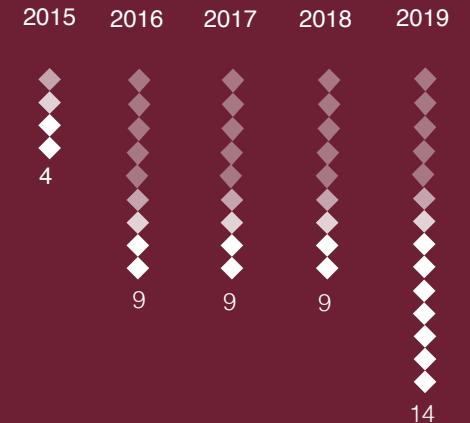
### Winner:

In the 2015 survey, Mobile delivery ranked #3 on the global table. Since then, Mobile delivery has fallen as it shifted from L&D's hot new technology to part of daily life. Unexpectedly, though, this year it recovered to finish at #8.

### Loser:

One place below Mobile delivery in 2015, Curation ranked one place above it in last year's survey. This year, however, it has fallen to #14, despite having stayed at #9 for the previous three years.

### Curation



### Question:

Why the different fates for Mobile delivery and Curation? Our larger survey population in 2019 almost certainly included more mainstream voters, familiar with Mobile delivery but unsure how to put Curation to use.

Survey of 1,953 self-selecting individuals approached by social media and email over 58 days in late 2018 / early 2019. Respondents choose up to 3 options from a list of 16.

For the full survey: [donalhtaylor.co.uk/report19](http://donalhtaylor.co.uk/report19)

