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# EMERGING TECHNOLOGY Trends

in Learning and Development

## Virtual Reality



With rapid advances in technology, VR is becoming **more cost effective all the time.**



Instructional Designers love the immersion VR offers, capturing learners' full attention while **potentially increasing retention.**



Goldman Sachs predicts that **people will spend more on VR than TV by 2025.**<sup>1</sup>

*VR transports learners to a different world, and it allows people to do something that might be dangerous, too expensive, or too difficult to repeat in real life.*

JUSTIN MITCHELL  
CREATIVE ENGINEER AT SWEETRUSH

## Augmented Reality



AR users increased from **60 million in 2013 to 200 million in 2018.**<sup>2</sup>



A report by Perkins Coie revealed that **education** was one of the sectors **expected to attract the most AR/VR-related investment** over the next 12 months.<sup>3</sup>

*AR elevates existing information. It gives us an opportunity to take something that might be stale and dry, and bring it to life.*

JUSTIN MITCHELL  
CREATIVE ENGINEER AT SWEETRUSH

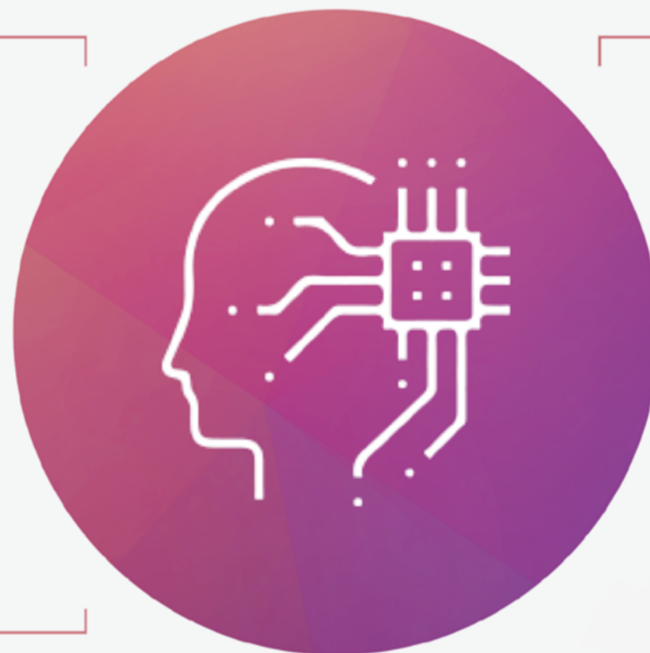


**Higher retention** may result from having a **more interesting and engaging learning experience.**

## Artificial Intelligence



**AI can enable smarter learning paths** by picking up on and delivering what employees need to know.



According to Narrative Science, **80% of executives believe AI boosts productivity.**<sup>4</sup>



**AI learns and adapts** based on user input, then offers **personalized experiences.**

*A big part of L&D is not just formal learning. It is also what happens on the job. That's where AI comes in: through internet searches and other performance support systems that can help learners learn what they need just in time.*

MARY GANNON  
PHD, SENIOR LEARNING STRATEGIST AT SWEETRUSH

## Big Data



Large volumes of **data** can be **analyzed** in order to **mine insights** that lead to **better decisions.**



In a survey by NewVantage Partners of C-level executives in large organizations, **97.2% of respondents indicated that their company is investing in Big Data and AI.**<sup>5</sup>

*Instead of simply devising training, rolling it out, and hoping it works—that is, a first best guess at what a learner needs—use the training to gather data on how people think, believe, and act, such as in simulated situations.*

JOHN CLEAVE  
PHD, eLEARNING TECHNOLOGIST AT SWEETRUSH

## Podcasts



**Podcast** consumption in the US **has grown steadily to 26%** over the past 10 years.



**Podcasts** are an **emerging use of a pre-existing technology.**<sup>6</sup>

*[Podcasts offer] advantages for certain audiences. They can learn when they're driving—or doing the dishes, for that matter.*

MARY GANNON  
PHD, SENIOR LEARNING STRATEGIST AT SWEETRUSH

Wanna go even deeper into emerging tech trends? We've got you covered. Read the article here:

**5 Emerging Technology Trends Influencing Learning and Development**

### SOURCES

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