eLearning has been a fundamental tool in the learning and talent development industry, providing an on demand learning resource for employees and allowing the business to complete required courses at their convenience. It also allows you to utilize your time for more meaningful classroom training.

As technology improves and learner feedback increases, new trends have developed over time to enhance the quality of eLearning delivery. Here are a few popular trends in eLearning development:

- **Gamification –** Gamification is a hot topic among the eLearning community. Who doesn't love a good game? With asynchronous learning, it is difficult to keep the learner engaged while ensuring the learning transfer takes place. Games are extremely appealing. Let users feel as if they are playing a video game while learning a new topic or skill. Utilize the concept of scorekeeping instead of just a pass/fail grade. Provide direct feedback and show consequences in real time. See the links below to access an article and ATD's publications on Gamification. If you purchase the books, don't forget to use the chapters CHIP code – CH4096.

    - **10 Best Practices for Implementing Gamification -** https://www.td.org/Publications/Blogs/Learning-Technologies-Blog/2014/02/10-Best-Practices-for-Implementing-Gamification

    - **The Gamification of Learning and Instruction** - https://www.td.org/Publications/Books/The-Gamification-of-Learning-and-Instruction

    - **The Gamification Fieldbook -** https://www.td.org/Store/Product?ProductId=25287

- **Automated Course Authoring –** Authoring an eLearning course can be time consuming, requiring multiple hours, days, or even weeks' worth of work. Newer authoring tools provide more automation in quiz design, and support sites provide shared community templates and knowledge for various scenarios. In addition, templates can be purchased from other vendors. Make sure to check your authoring tool's website for available resources.

- **Responsive Learning Management Systems/Responsive Design Courses –** Responsive design platforms automatically adjust the layout and object placement within your course based on the user's device. Newer software also allows course development to be built according to the device used. For example, you can build a single course that can be customized for desktop, tablet, and cell phone views. Now you can reach a broader audience with tablet and mobile without sacrificing course quality, or tripling the time used to design the course.

- **Competency Based Training – Custom/Personalized eLearning Content –** Allowing the learner to take a hands on approach to their own eLearning content would once be unthinkable. Why would you ever allow a user to skip over content, or learn in an order other than what you, as the instructional designer, worked so hard to organize? What if instead your course was designed to provide a pre-test, then prompting the user only to complete those sections that were incomplete? Or if the results of a knowledge check confirmed the user did not understand the concept, and automatically revisited the topic that weren't retained. Select the links below for an article on best practices, and to download a template (for Lectora users only).

  - **7 Best Practices for Developing Personalized eLearning Courses -** https://elearningindustry.com/best-practices-developing-personalized-elearning-courses

  - **Lectora Personalized eLearning Course Template -** http://community.trivantis.com/shared-content/personalized-elearning-course/

Could you make your training more effective by incorporating one or all of these trends? Make sure to research options available to implement within your authoring software tool. If you are looking for new authorizing software, confirm the tool has all of the features desired. Now is the perfect time to revisit your courses and your method of course design to incorporate these popular eLearning trends.

Learning Week Topic information provided by Shari Carrithers