



# TOP 5 TRAINING TRENDS FOR HEALTHCARE IN 2026

*The Health of Your Training: Diagnose. Prescribe. Improve.  
What Your Teams Need to Deliver Better Outcomes in a  
High-Stakes Environment*

Healthcare organizations are under extraordinary pressure. Staffing shortages persist, technology is advancing faster than teams can absorb, and patient expectations continue to rise. The systems best positioned to deliver excellent care are not just hiring, they are developing their people deliberately and continuously.

01

## CLINICAL AND OPERATIONAL AI READINESS IS NOW A WORKFORCE ISSUE

From AI-assisted diagnostics to automated documentation and predictive scheduling, healthcare teams are encountering AI tools at every level of the organization. Yet most L&D programs have not caught up. Staff who are not prepared to work alongside these tools are slower, more error-prone, and less confident, creating risk for patients and organizations alike. Readiness training before deployment is no longer optional.

**Key Takeaway:** *Build AI orientation and responsible use training into your onboarding and continuing education programs before new tools go live.*

02

## COMPLIANCE TRAINING MUST EVOLVE BEYOND ANNUAL CHECKBOXES

HIPAA, CMS conditions of participation, Joint Commission standards, and state-level requirements are all evolving, often simultaneously. Point-in-time compliance training is no longer sufficient. Leading health systems are embedding compliance learning into workflows, using microlearning and scenario-based formats that reinforce standards at the moment of need rather than once a year in a conference room.

**Key Takeaway:** *Shift from calendar-driven compliance training to continuous, embedded learning that meets staff where and when they need it.*

03

## ACCELERATING ONBOARDING IS A PATIENT SAFETY IMPERATIVE

With turnover rates in nursing and allied health remaining elevated, the speed at which new hires reach full competency directly affects care quality. Organizations that have invested in structured, role-specific onboarding programs are seeing measurable improvements in time-to-competency, 90-day retention, and patient safety incident rates. Onboarding is not an HR function, it is a clinical quality issue.

**Key Takeaway:** *Center safety programs on demonstrated behavior, using observed actions as the primary measure of success.*



04

## WELL-BEING AND RESILIENCE TRAINING IS A RETENTION STRATEGY

Burnout among clinical and administrative staff remains at crisis levels. Organizations that treat well-being as a programmatic investment, not a one-time wellness fair, are seeing stronger retention, reduced absenteeism, and better team cohesion. Resilience training, peer support programs, and manager development are emerging as core workforce development priorities for top-performing health systems.

**Key Takeaway:** *Well-being programs are not a soft benefit, they are a workforce stability strategy. Budget for them accordingly.*

05

## LEARNING LEADERS ARE NOW ACCOUNTABLE FOR CLINICAL OUTCOMES

Healthcare L&D teams are increasingly being asked to connect training investments to measurable clinical and operational outcomes, patient satisfaction scores, readmission rates, infection control metrics, and staff productivity. Organizations that built their measurement frameworks from the program design stage are able to demonstrate ROI in ways that protect L&D budgets even when cost pressures intensify.

**Key Takeaway:** Define your training success metrics at program design, not after implementation. Align them to outcomes your CNO and CFO already track.

## The Future of Healthcare Workforce Development Is Here, Is Your Team Ready?

Visit VPS Learning at **Booth #6** during **TICE, June 16-18**, and learn how leading health systems are accelerating competency, reducing turnover, and building the workforce that exceptional care demands.

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