

# TOP 5 TRAINING TRENDS FOR TECHNOLOGY COMPANIES IN 2026

## Tech-Savvy Talent

### What Your Teams Need to Stay Ahead in a Sector That Never Slows Down

Technology organizations operate in the fastest-moving talent environment in the world. Skills have shorter shelf lives, roles are evolving faster than job descriptions can keep up, and the gap between what teams know today and what they need to know tomorrow is widening. The companies winning the talent war are building learning cultures that make growth the default.

01

#### TECHNICAL SKILL DECAY IS NOW A STRATEGIC RISK

In a sector where frameworks can go from cutting-edge to legacy in 18 months, the half-life of technical skills has never been shorter. Organizations that combine hiring with continuous upskilling gain the advantage. Technology companies with the most resilient workforces invest in ongoing technical learning as an operational expense and a core business priority.

**Key Takeaway:** Establish an AI fluency baseline for every role and provide clear training pathways to achieve it.

02

#### AI FLUENCY IS THE NEW BASELINE FOR EVERY ROLE

Artificial intelligence is no longer a specialty skill, it is table stakes. From engineers using AI coding assistants to product managers leveraging generative tools for research and documentation, every role in a technology organization now intersects with AI in some form. Teams that understand how to use these tools responsibly and effectively have a measurable productivity advantage over those that do not.

**Key Takeaway:** Define an AI fluency baseline for every role in your organization, not just technical roles, and build training pathways to reach it.

03

#### MANAGER DEVELOPMENT DELIVERS THE HIGHEST L&D ROI

The quality of direct management is the single largest predictor of engineer retention in technology companies. While many organizations prioritize individual contributor development, they invest far less in the skills managers need to build high-performing teams. Coaching, feedback, a culture of trust and open communication, and inclusive leadership are core technical skills of managing people.

**Key Takeaway:** Invest in manager effectiveness programs with the same rigor you apply to technical training. The retention ROI is measurable and significant.



## 04

### LEARNING IN THE FLOW OF WORK IS REPLACING SCHEDULED TRAINING

Technology workers resist carving time out of their calendars for structured training, and the research supports a different model. Microlearning embedded in tools and workflows, peer learning through communities of practice, and just-in-time resources accessible at the moment of need are consistently outperforming scheduled course-based learning in both completion and knowledge retention.

**Key Takeaway:** *Redesign your L&D delivery model to integrate learning into daily workflows in collaboration tools, documentation, and core systems, while keeping the LMS as the central resource for structured programs and recordkeeping.*

## 05

### L&D MUST SPEAK THE LANGUAGE OF ENGINEERING METRICS

Learning leaders in technology organizations are increasingly expected to connect training investments to metrics their engineering and product counterparts care about, deployment frequency, incident rates, time to onboard, and team velocity. The L&D teams earning sustained budget are the ones who have learned to translate learning outcomes into engineering outcomes.

**Key Takeaway:** *Map your L&D metrics to the KPIs your CTO and VPs of Engineering already track. Make the ROI conversation easy for them.*

## The Pace of Change Is Not Slowing Down, Is Your L&D Program Keeping Up?

Visit VPS Learning at **Booth #6** during **TICE, June 16-18**, and discover how leading technology organizations are building learning cultures that attract talent, accelerate performance, and keep pace with what is next.

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