

Learning & Development

• AT A GLANCE •

THE MOST PRESSING LEARNING NEEDS



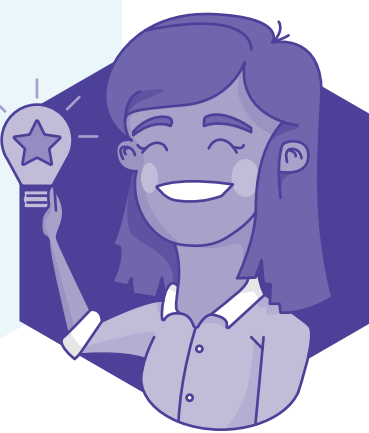
Leadership Development



Engagement

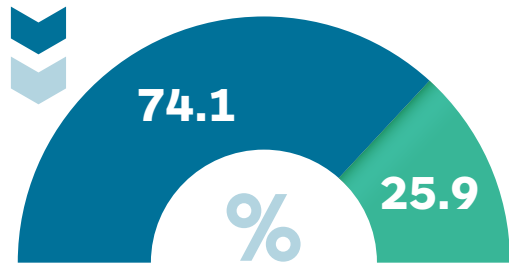


Soft Skills



Knowledge Sharing

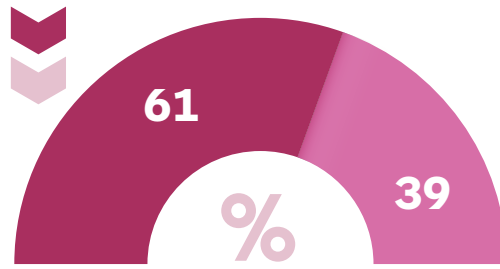
IMPORTANCE OF LEARNING AND DEVELOPMENT



Learning and development is important to most organizations.

74.1% Very or extremely important
25.9% Moderately, slightly, or not important

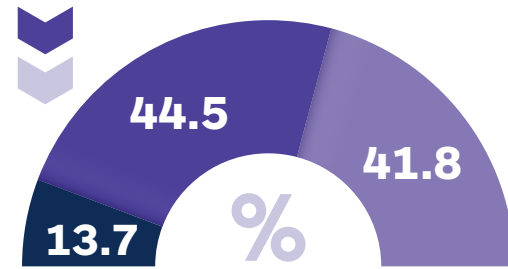
IMPORTANCE OF NEW TECHNOLOGIES



As is leveraging new technologies for learning.

61% Very or extremely important
39% Moderately, slightly, or not important

CURRENT SATISFACTION



But most employees are, at best, only somewhat satisfied with their organization's learning and development program.

13.7% Extremely satisfied
44.5% Somewhat satisfied
41.8% Neither, somewhat or extremely dissatisfied

THE TOP 5 USES OF LEARNING PLATFORMS

43.2%
Compliance

36.1%
Support training

37.7%
Tech skills training

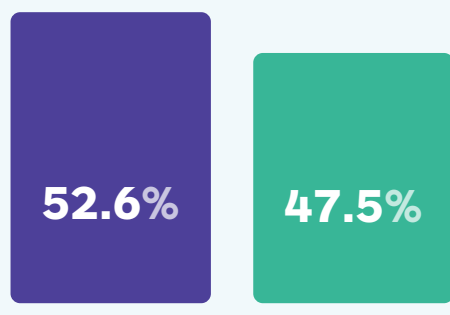
29.2%
Leadership development

19.1%

On-demand bite-sized learning

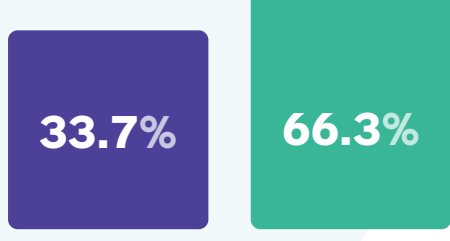
USING VIDEO IS IMPORTANT TO MOST ORGANIZATIONS

but their use of it is only moderately effective at best



Using video as a learning tool is very important to most organizations.

52.6% Very or extremely important
47.5% Moderately, slightly, or not important



Most organizations are ineffective when it comes to using video for training and development.

33.7% Very or extremely effective
66.3% Moderately, slightly, not at all effective, or don't use

MOST ORGANIZATIONS DON'T USE VIDEO FOR FEEDBACK AND COACHING



24% USE VIDEO
76% DON'T USE VIDEO

ORGANIZATIONS ARE ALSO NOT EFFECTIVELY LEVERAGING SUBJECT MATTER EXPERTISE



Organizations are not effectively capturing internal subject matter expertise.

30.4% Very or extremely effective
69.6% Moderately, slightly, or not effective

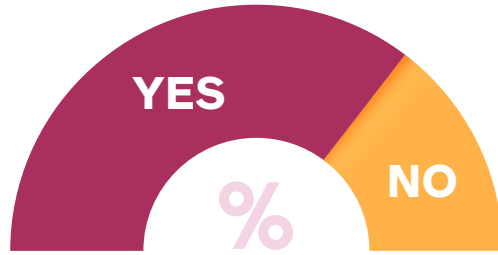


And they're not effectively sharing subject matter expertise internally.

31.3% Very or extremely effective
68.7% Moderately, slightly, or not effective

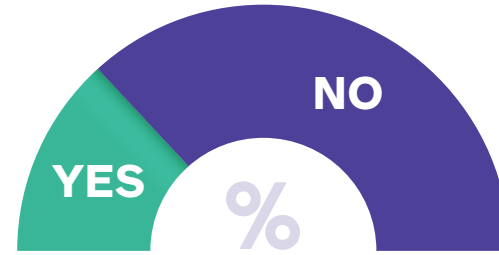
MOST ORGANIZATIONS DO CREATE CUSTOM LEARNING CONTENT FOR INTERNAL USE

but they don't use gamified elements to encourage engagement in their training or L&D programs



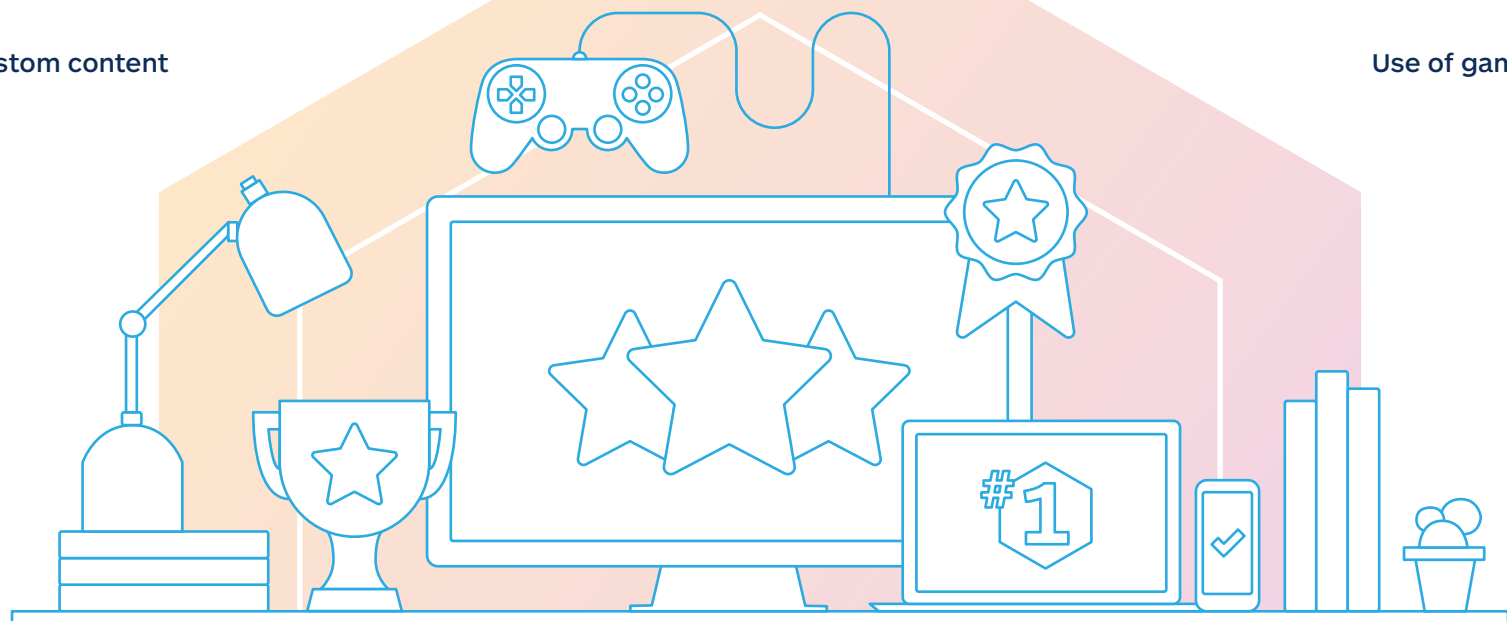
Creation of custom content

71% YES
29% NO



Use of gamified elements

24% YES
76% NO



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