TRENDS IN TRAINING: ARE YOU READY?

Fascinating Facts about Virtual Training

TRAINING IS MOVING ONLINE

In 2005, approximately 70% of all formal training hours delivered in the traditional classroom.

Last year, only 53% of all format training hours delivered in the traditional classroom. 43% delivered using an online format.

About 10% of all formal training hours are delivered in the live online classroom.

MOST ORGANIZATIONS ARE EMBRACING VIRTUAL

93% of organizations are either currently using or will soon be using virtual classrooms.

34.7% of all training hours are delivered using a blended delivery format.

Blended learning has been shown to increase knowledge and skill by an average of 11% over traditional training.

MOBILE DEVICES ARE INCREASING

95% of Americans own a mobile device. 77% are smartphones.

The average mobile phone user checks their device 150 times per day.

At least 1/3 of American workers do their work 'on the go'. Only 18% learn at their desk.
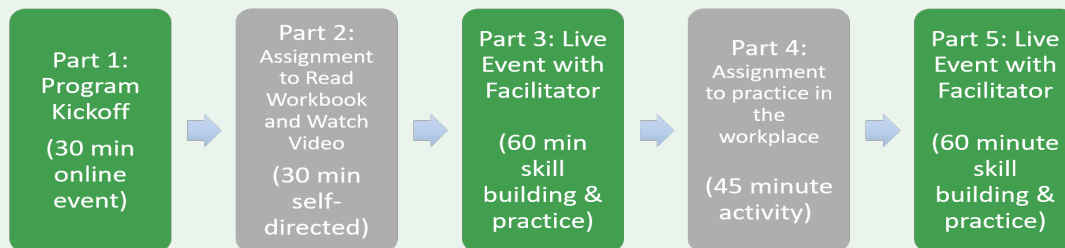
WHAT IS VIRTUAL TRAINING?

A highly-interactive, online, synchronous facilitator-led class, with defined learning objectives, with participants who are individually connected from geographically dispersed locations, using a web-based classroom platform.

Sources: ATD Research Reports: "2018 State of the Industry"; "Virtual Classrooms Now" ; "Evaluating Learning"
2018 Training Industry Report by Training Magazine; Toward Maturity: "The Learner Voice" Report; Deloitte Human Capital Trends

A Sample Training Program for the Modern Learner

| Part 1: Program Kickoff (30 min online event) | → | Part 2: Assignment to Read Workbook and Watch Video (30 min self-directed) | → | Part 3: Live Event with Facilitator (60 min skill building & practice) | → | Part 4: Assignment to practice in the workplace (45 minute activity) | → | Part 5: Live Event with Facilitator (60 minute skill building & practice) |

FOUR TYPES OF LIVE ONLINE EVENTS:

- Meetings: Collaboration & Action Items. Uses an online meeting platform.
- Webcasts: Online presentations with one-way communication and a large audience.
- Training: Facilitator-led Interactive learning for small groups of participants. Uses an online classroom.
- Webinars: A cross between webcasts and online training. Limited interactivity.

ABOUT CINDY HUGGETT, CPLP:

Cindy is the author of three books on virtual training: *Virtual Training Tools and Templates: An Action Guide to Live Online Learning*; *The Virtual Training Guidebook: How to Design, Deliver, and Implement Live Online Learning and Virtual Training Basics.* She helps trainers, designers, and organizations move to the virtual classroom. www.cindyhuggett.com

5 KEY TRENDS IN VIRTUAL TRAINING:
ARE YOU READY FOR EACH ONE?

1

MULTI-FACETED
Blended learning is a training program that uses multiple delivery methods in one curriculum. Today, almost 35% of all training hours are delivered in a blended format, and that number is increasing.

2

MOBILE
Employees who use mobile devices for work is exponentially increasing year over year. According to Google, mobile-only users outnumber desktop-only users by 2-1. Therefore employees naturally expect to learn via mobile devices as well.

3

MICROBURSTS
The typical length of a virtual class in 2012 was 90 minutes (via eLearningGuild). Today, its 60 minutes or less. Shorter bursts of learning are proven to get better performance results.

4

MODERN
Today's modern workers are overwhelmed, distracted, and frequently interrupted. Only 1% of a typical workweek is available for focusing on training and development. (Source: Bersin by Deloitte, Meet the Modern Learner)

5

METRICS
Training expenditures are rising (current US estimate is $90.6 billion), so there's increased interest in measuring success. Approximately 60% of programs are measured for 'on the job' results, a 37% increase since 2009.

CindyHuggett

For more info, visit
www.cindyhuggett.com