

How is COVID-19 Transforming L&D?

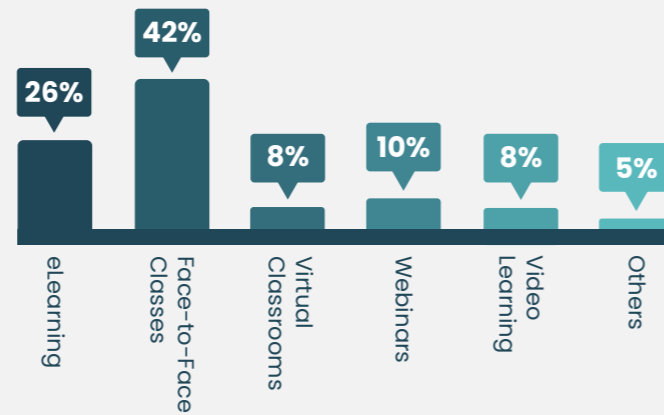
We've surveyed 100 people, most of them are training managers, CLO, and L&D directors, from different industries (healthcare, bank and finance, automotive, and education) across the world (majority are from Europe).

Here are their thoughts on how this current situation is shaping their organizations' workplace learning initiatives.

Take a look at these significant results from our live survey:

1. Impact of COVID-19 on Training Delivery

Q1: Before COVID-19, how were your training programs mostly delivered?



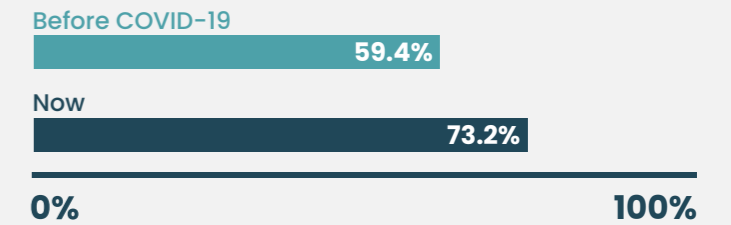
Before COVID-19, **42% of the surveyed participants** reported that their corporate training programs were done through **face-to-face (F2F)** mode while only **26%** used **eLearning** modules.

Q2: Which of the following components have been the most impacted?



According to our live survey, the **top component most affected by the COVID-19** situation was **training delivery** since the majority of people can't meet physically for workplace learning.

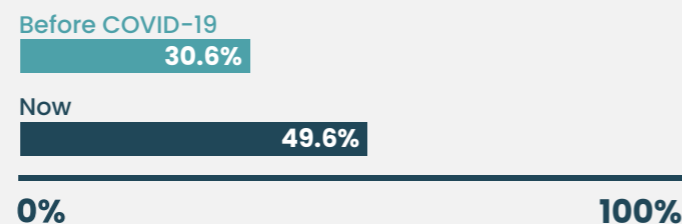
Q3: What percentage of your workforce was/is equipped to learn online?



Before COVID-19, only 59.4% of the participants and their organizations were **ready to deliver their training online**. But during this current situation, **73.2%** of them are already **equipped and forced to transition to digital learning**.

2. Budget Allocation

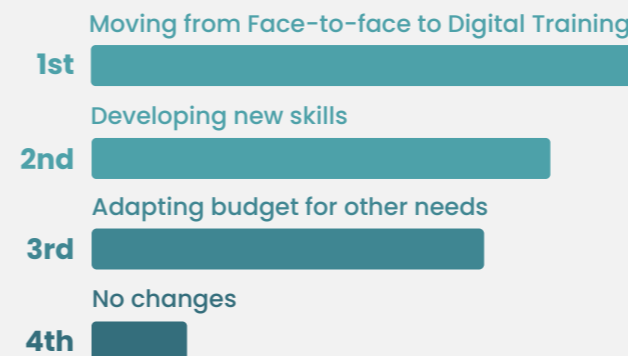
Q4: What is the percentage of budget allocated to online training versus face-to-face (F2F) training?



Interestingly, there's an **increase of 19 points** in the participants' organizations' budget for **online training** (compared to F2F) in the time of COVID-19. More and more organizations are willing to adopt online training by increasing the budget for it.

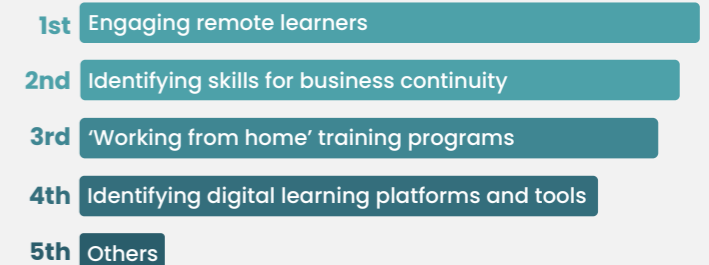
3. New Priorities

Q5: How did your organization respond to COVID-19?



Surveyed participants said that their organizations' first response to COVID-19 was by focusing on **how to transition from F2F to digital learning**.

Q6: As a response to COVID-19, what's your order of priority?

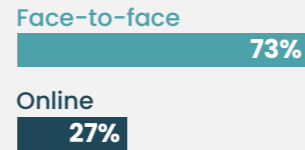


As organizations switch to digital learning, participants said that their organizations' top priority is **engaging remote learners**. **Learner engagement** seems to be the top concern among organizations that are still not implementing online training for L&D.

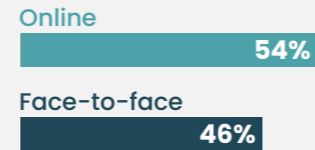
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4. Conclusion

Q7: Before COVID-19, what percentage of training was delivered F2F versus online?



Q8: After COVID-19, what percentage of training will be delivered online versus F2F?



Before COVID-19, the majority of training was done through F2F mode. But during the crisis, there's a significant **increase in the use of online learning modalities** in order to fill the gaps made by remote working conditions among professionals worldwide.

Q9: What word best describes your feeling towards virtual learning?



While some participants think that digital learning can be ambiguous and uncertain, still, most of the surveyed professionals believe that virtual training brings more **flexibility and opportunity**.

Organizations can maximize **mobile learning** to deliver on-demand training and let learners access their desired learning content during their points of need.

5. Questions & Answers

1. Do you think virtual classes will replace F2F classes in the future?

A great example is Amazon. It didn't replace the local shops, but it harnessed its market which changed the way people consume.

We can expect something similar for digital learning. **Personalized learning** will be the new trend as professionals will consume content anytime, anywhere, through their mobile devices.

2. What eLearning tool do you suggest that could be easily used in an organization where no online learning was used before?

You can start by exploring a **blended learning** approach that combines different digital learning modalities — telephone lessons, video conferencing, virtual classes, self-directed learning through eLearning modules, etc.

Partnering with training solutions providers can aid you in curating learning content, designing personalized training programs, assessments, and effective training delivery.

3. What are the first steps for organizations to "switch" to digital learning?

Learn how to effectively transition from F2F to digital learning through this **FREE eBook!**

4. How can we monitor distant training results and engagement? How can we engage our employees?

Here are some few steps:

- Understand your learners' needs
- Use multichannel communication
- Gamify training

Watch our webinar on **learner engagement** to learn more.

