

Organisations aren't transferring training to the workplace

Global research has shown that organisations need to become more committed to training and learning in the workplace.

ESI International's survey of 3,000 government and commercial training-related managers focused on three key areas – programme design, motivation and preparation to attend, and post-training.

The survey found that 60% of respondents indicated that they do not have a systematic approach to preparing a trainee to transfer, or apply, learning on-the-job.

In terms of recommendations, the results showed that the most important strategy for transferring learning is giving trainees the time, resources and responsibility to apply the learning – according to 30%. Responsibility was also found to be a key motivator according to 60% of respondents.

Raed S. Haddad, Senior Vice President, Global Delivery Services, ESI, says: "The study points out some striking contradictions in how well organisations think they transfer learning and the lack of proof to back up their estimate of learning transfer or on-the-job application.

"Client experience shows us that organisations often fail to establish success criteria or identify expectations for learning engagements. This is a key pre-training strategy in order to measure trainee performance against agreed upon standards."