

# Innovation in learning required to drive workforce productivity

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With training and development budgets at risk of being cut in many organisations, more innovative learning programmes are needed to enhance workforce effectiveness.

This is according to a new global study by project management learning firm ESI International, which finds that more organisations are turning to targeted and innovative learning programmes through technology to help support their employees.

70% of organisations report that innovative learning solutions are needed to accomplish their business objectives. However, nearly half of respondents (49%) reported that total learning and development budgets are expected to remain the same in 2011, while a smaller segment plans to increase its learning and development budgets (12.5%).

ESI advises that training programmes must evolve and adapt accordingly in order to stay targeted, relevant, measurable, and engage the learner in non-traditional ways. At the same time, they must instill learners with a set of critical thinking and leadership skills necessary to move the entire organisation forward.

Laurie Keyser Brunner, Senior Vice President of Global Client Services, ESI, comments: “With stagnant learning and development budgets, organisations are compelled to work their learning programmes harder, by making them more results-oriented, as well as more flexible and relevant by providing the right information as and when needed to enable employees to perform effectively.

“Nurturing leadership skill is also a vital component and a growing priority for organisations in empowering their workforce to identify organisational priorities and design appropriate responses within a business context.”