

HOW COVID HAS IMPACTED TRAINING BUDGETS

BUDGETS

69%

of training budgets have been directly impacted by COVID

Only 13% will increase while 40% will decrease in 2021

PRIORITIES

Over 50% of respondents identified these as their TOP 4 priorities:

1

Leadership & Management Development



2

Health & Wellbeing



3

Continuing Professional Development (CPD)



4

Diversity & Unconscious Bias



FORMAT



56% have no policy decision of what formats to use. For everyone else, there are 2 clear winners:

- A blend of e-learning and remote/virtual sessions
- Coaching from Internal Coaches

These are 6x more popular than any other format

DELIVERY

75% of organisations will expect Internal Trainers & L&D to deliver their training plans



OUTCOMES

Skills Development

Employee Engagement

Employee Wellbeing

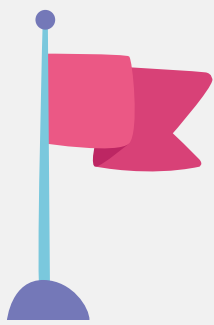
These are the 3 most important factors for organisations when spending training budgets

AUDIENCE

Training budgets will mostly be spread evenly across all functions with **front line operations** getting the biggest slice and **Leaders and Managers** being the audience to benefit most across all areas



CONFIDENCE



Confidence to meet training priorities in 2021 is moderate at best with **only 1 in 10 being 100% confident** they'll succeed

SOLUTIONS

1. FOCUS ON BEHAVIOUR CHANGE

Rise to the new challenges you're facing by making sure you have the internal capability and agility needed to prevail. To get the most out of your training budget, choose programmes that embed new skills quickly and focus on long-term behaviour change.

2. OFFER FLEXIBILITY

Organisations are more diverse than ever and will increasingly include hybrid teams with complex needs. Offer flexible solutions that suit different working situations and learning styles. Stretch your budget by taking advantage of high quality online/blended learning that can reach wider audiences.

3. PREPARE FOR MAXIMUM IMPACT

The pace and scale of change means you can no longer afford to wait for programmes to end before change takes place. Look for programmes that offer a seamless modular approach so learners can contribute earlier, deliver results faster, and start making a difference right from the outset.

4. DELIVER MEASURABLE ROI

Achieving a fantastic return on your training spend will build your confidence to invest in much-needed skills development. Make sure your training provider captures ROI throughout their programmes so that you have full transparency of the measurable results achieved.

5. BE SUSTAINABLE

Avoid wasting your budget on one-off training events. For the best results, select providers that incorporate sustainability processes into their programmes.

Notion's comprehensive range of 100% virtual, blended and face-to-face training programmes can help you to deliver your 2021 training plans with total confidence, ensuring you achieve your commercial goals and thrive through COVID and beyond.

Find out more about how you can make your training budget work harder utilising award-winning blended management development programmes here at [STARmanager.global](https://www.starmanager.global) and also check out [BusinessCoaching.co.uk](https://www.businesscoaching.co.uk) for ways to develop and upskill your internal coaches or simply call us on +44(0) 1926 889 885