

2022 Workplace Learning Report

Fighting the labor shortage head-on with effective learning opportunities

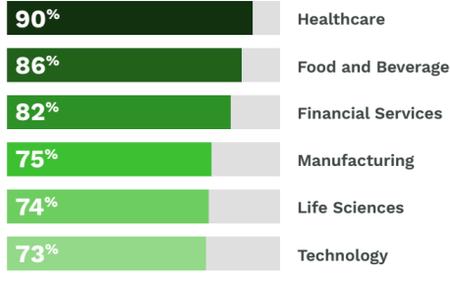


Employees are fed up

75% of companies are struggling with the current labor shortage

Business managers' number one priority is retaining existing talent

Percentage of employees by industry that report burnout:



Employees want opportunities to learn

87% of business managers agree employees will remain loyal to their organization if they offer effective learning opportunities that offer continued education and skills development

75% of business managers agree that if their company had a strong workplace learning culture, employees would be more likely to actively recruit employees from their network

46% of business managers think their employees would rather be offered more comprehensive and effective learning/training opportunities than higher pay

Workplace learning must change to meet the needs of today's digitally distracted and hybrid workers

81%

of business managers believe their organization needs to update its approach to workplace learning

58%

of business managers cite their organization needs to make it easier for their employees to learn

73%

of business managers say it's difficult for employees to find the time to take training courses in the flow of their workday

Business managers believe the employees they manage need the following professional development/learning opportunities—but their organization doesn't currently offer them or conduct them effectively:



Technical Skills Development

64% agree



Soft/People Skills Development

55% agree



Quality and Safety Training

36% agree

Over 33% say their organization isn't effectively measuring the impact or effectiveness of their employee learning programs

Qstream can help

Upskilling and reskilling is necessary to improve the employee experience and effectively retain top talent. When learning is relevant, enjoyable and non-disruptive, employees are more likely to buy into the experience and actually retain the information being shared. Microlearning solves for that: quick, just-in-time microlearning challenges are delivered to learners in the flow of work, leading to increased engagement, knowledge retention, and proficiency that translate to superior job performance. And it also provides business managers with analytics and insights for additional targeted learning and precise coaching for employees when and where they need it.

Microlearning focuses on two scientific principles that lead to durable behavior change: The Spacing and Testing Effects



The Spacing Effect

Information presented repeatedly in intervals over an extended period of time



The Testing Effect

Scenario-based questions and immediate answer feedback

When used in combination, these two principles lead to:

170%

increase in knowledge retention

35%+

increase in knowledge proficiency

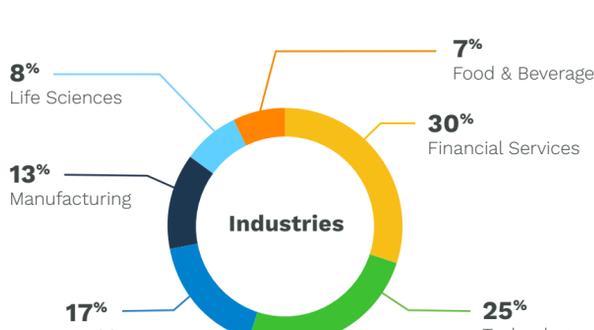
90%+

learning engagement

Learn more about Qstream's 2022 Workplace Learning Report and get in touch with us today.

Methodology

Survey conducted by ResearchScape for Qstream in March and April 2022 with a sample of 534 U.S. business leaders from medium to large companies across industries and departments



Company size

