

## *Tips, trends and links to keep you on top of your training*

This series of tipsheets is distilled from my e-newsletters, to give you timeless information of value to your environmental training program.

### **In this summary:**

- ✓ e-training trends
- ✓ scary statistics
- ✓ goldmine website
- ✓ great links

### ✓ **E-training trends**

How technology is changing how people learn:

- 54% of 601 UK and European organisations used various e-learning technologies in 2011 (reference 1 – see list of references at the end)
- similar figures are reported in the US (reference 1, under “Great links” at the end)
- learning is becoming both more social and more virtual as online training and social media enable this
- training is becoming more collaborative, both amongst learners and also between learners and trainers
- trainees are increasingly taking responsibility for their own learning – and are asking correspondingly more of their trainers (references 1, 2 and 3)
- the workforce and people’s workplaces are changing, with multi-generational teams working not only in different places (not all of them offices) but also in different countries (references 1 and 2)
- Generation X (born between 1964 and 1980) and Gen Y, or the Millennials (born between 1980 and 2000), are very tech-savvy, independent and wanting meaningful work. Gen Y will make up 50% of the workforce in less than four years (ref 4). Raised with electronic devices, they expect and demand their use as part of their general and vocational training.

How ready are we as trainers and trainees to make the most of these trends so that together we enjoy the best possible learning opportunities?

### ✓ **Scary stats**

Ann Andrews of The Corporate Toolbox says that:

- it costs anything from 1-5 times a person’s salary or wage to replace them
- a disengaged employee costs you about \$10,000 per annum
- a recent Gallup poll estimated that disengaged workers are costing the US economy \$350 billion per year in lost productivity

Now look at what Bob Willard says: businesses that integrate environmentally sustainable practices into their day-to-day business operations can make up to 36% more profit: this is from 7–13.5% to bottom-line profits from better staff management, 25% from reduced expenses and 3–10% from reduced risk and increased revenue. What are we waiting for!



Clare Feeney is a sustainability strategist who helps organisations of all types grow their sustainability capability. She can help you grow jobs, increase profits and improve the environment – and have fun along the way! You can find out more at [www.clarefeeney.com](http://www.clarefeeney.com) and contact her at [clare@clarefeeney.com](mailto:clare@clarefeeney.com).

✓ **Goldmine website of the quarter**

Every year, the wonderful Ann Andrews of training treasure trove website The Corporate Toolbox releases a free e-book packed with tips from experts all round the world.

Ann's site has loads of zero cost books and articles related to training and business improvement, as well as loads of resources to buy. You'll also get a regular (but not too frequent) newsletter that I always find has very helpful tips about business and personal development. Her site is well worth checking out – Ann always seems to tap into the zeitgeist just a bit ahead of the rest of us!

✓ **Great links**

1. Dan Cox and Barbara Sanner. 2012. Industry buying plans and trends for 2012: social learning, video training, mobile learning and web conferencing. Cox eLearning Consultants LLC. Downloaded April 2012 from [www.coxec.com](http://www.coxec.com)
2. Jeremy Blain. 2011/2012. Training Today, Training tomorrow: an analysis of learning trends across Europe and global comparisons. Cegos Group. Downloaded April 2012 from [www.cegos.com](http://www.cegos.com)
3. Elliot Masie. 2012. 7 Key Trends Impacting Organisational Learning. Webinar delivered on 17 April 2012
4. <http://www.flexexecs.com>
5. Bob Willard (2002) The Sustainability Advantage: Seven Business Case Benefits of a Triple Bottom Line. New Society Publishers. Bob also wrote 'Next Wave' and 'The Sustainability Wave'. See Bob's website for sustainability champions at <http://sustainabilityadvantage.com/>.
6. Find out more about Ann Andrews and The Corporate Toolbox at <http://www.woetogo.com> and <http://www.thecorporatetoolbox.com/>.

You can subscribe to my free e-newsletter from my website, [www.clarefeeney.com](http://www.clarefeeney.com). I send it out three or four times a year, with cutting-edge news on training and environmental trends and updates on my speaking engagements and upcoming workshops on the topic of my book.

