State of Corporate Training in 2022

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Speakers & Host

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Introduction
Learning and Development Trends

• Traditionally, training for finance professionals occurred in person.

• Work has fundamentally changed over the past two years.

• How are organizations delivering training now?

• What are the current attitudes and beliefs about online & in-person training? Are they the same for employees & employers?
Survey Methodology

CFI conducted a survey in December 2021, gathering insights on corporate finance training from 532 respondents across the globe from the Big Four accounting firms, global banks, Fortune 500 companies, and more.

Respondents: Geographically Diverse

- Finance: 42%
- Manufacturing: 16%
- Banking: 3%
- Education: 9%
- Business Services: 5%
- Telecommunications: 8%
- Hospitality: 14%
- Technology: 3%

Industry
Respondents: Geographically Diverse

- North America: 39%
- Africa: 19%
- Europe: 19%
- Asia: 11%
- South America: 5%
- Middle East: 4%
- Australia/NZ: 3%

Geographic location
Respondents: Wide Range Of Company Revenue

Learning & Development Trends in the Finance Industry 2022

Organization’s Revenue

- Under 1M: 16%
- 1M to 9.9M: 21%
- 10M to 99.9M: 17%
- 100M to 499.99M: 14%
- 500M to 999.9M: 3%
- 1B+: 15%
- Unsure: 13%
Respondents: Balanced Mix Of Decision Makers And Employees

- 11% C-Level / SVP
- 12% VP Director
- 30% Manager / Senior Professional
- 47% Employee
Question #1

How Has Finance Training Shifted In Recent Years?
Accelerating the Shift to Online Learning

Pre-COVID-19 use of online learning for finance training:
- Very little / No change: 25%
- Significant / Somewhat: 75%

Plans to increase use of online learning post-COVID-19:
- Very little / No change: 13%
- Significant / Somewhat: 87%

Increase in online learning in the next 5 years:
- Very little / No change: 1%
- Significant / Somewhat: 99%
Finance Professionals Prefer Online & Blended Training

Learning & Development Trends in the Finance Industry 2022

- Offline: 6%
- Online: 52%
- Mix of both: 42%
Finance Professionals Want Employers To Offer Online Training

Preference by finance professionals to work for a company that offers financial courses

- Yes: 96%
- No: 4%
- Doesn't matter: 0%
Modern Work Demands New Learning Models

Learning is no longer done in eight-hour blocks. Performance-adjacent learning, where employees learn in short bursts in concert with their workflows, is becoming the norm.
Question #2

What Are The Benefits Of Online Training For Finance Professionals?
70% of organizations say online learning increases knowledge and skill retention
Both Organizations And Employees Recognize The Benefits Of Online Learning.

• 88% of financial professionals and 70% of organizations say online learning increases **knowledge and skill retention**.

• 61% of finance professionals and 41% of organizations say online training improves their **time-to-proficiency**.

• 72% of financial professionals and 48% of organizations say online learning provides more **flexibility**.
Lower Costs, Greater Participation, And Improved Productivity.

- 74% of organizations felt online learning was “significantly” or “very significantly” lower cost than offline training.
- 67% felt there is better productivity from employees post online training.
- 68% felt there was a significant increase in employee participation.
- What are the current attitudes and beliefs about online & in-person training? Are they the same for employees & employers?
What Are The Benefits Of Online Learning? The Employer View

Organizations that reported online learning had a “very significant” to “significant” impact on finance training outcomes compared to offline.

- Lower cost: 74%
- Increased employee participation: 68%
- Improved productivity: 61%
- Greater knowledge and skill retention: 67%
- Improved employee engagement: 63%
- More consistency in quality of training: 58%
- Faster time to proficiency: 59%
- Improved post-training performance: 58%
- Increased employee completion rates: 55%

What Are The Benefits Of Online Learning?
The Employee View

Finance professionals that reported online learning had a “very significant” to “significant” impact on finance training outcomes compared to offline.

- Improved productivity: 70%
- More consistency in quality of training: 70%
- Greater knowledge and skill retention: 69%
- Faster time to proficiency: 69%
- Improved employee engagement: 65%
- Improved post-training performance: 65%
Microlearning Drives Greater Employee Engagement

Organizations

- Learn at own pace: 60%
- Flexibility: 63%
- Continuous learning: 66%
- Microlearning: 49%
- Personalized for specific skill gaps: 60%

Finance Professionals

- Learn at own pace: 88%
- Flexibility: 70%
- Continuous learning: 68%
- Microlearning: 57%
- Personalized for specific skill gaps: 50%

Question #3
Question #3

Why Is It Important For Organizations To Create A Learning Culture?
Organizations could better address skill gaps as well as better attract & retain employees with online learning.

67% of organizations say they are experiencing a gap in financial skills.
Close The Skills Gap & Retain Talent

Organizations with skills gap or expecting a skills gap within the next 5 years

- No skills gap: 33%
- Skills gap: 67%

Finance professionals facing a skills gap or expecting a skills gap in the next 5 years

- No skills gap: 35%
- Skills gap: 65%
How To Build A Culture Of Learning?

The primary ways organizations and finance professionals felt were important to support a learning culture

- Makes learning a core organizational value
- Leads by example with leadership also investing time in professional skills development
- Develops personalized skills development pathways
- Rewards employees for professional development
- My organization does not support a learning culture
About Corporate Finance Institute
CFI Provides The Most Extensive, Respected Online Finance Learning Library & Certifications In The Industry.

170+ countries consisting of millions of learners

5,000+ lessons spanning dozens of topics, tools, and specializations

500,000+ 5-star reviews: best-in-class online finance training, as rated by you

70% of Fortune 500 companies rely on CFI to upskill their teams of finance professionals
What Is CFI For Teams?


- **Real-world learning** content curated by industry experts
- **Mix-and-match courses** to create custom learning paths
- **Allocate learning and set deadlines** with admin tools
- **Track course progress** with easy-to-use student reporting
- **White-label your training** with company branding
- **Review learning outcomes** via formative assessments
- **Reward your team** with blockchain-verified certificates
- **Test and triage** effectively with pre-assessment tools
- **On-demand platform** can quickly address need-related knowledge gaps
Let’s Discuss Your Training Strategy For 2022 And Beyond
Thank You!