

# State of Corporate Training in 2022

May 3rd | 10 AM PDT | 1 PM EDT





# Speakers & Host



**Andrew Loo**

VP Capital Markets



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CEO

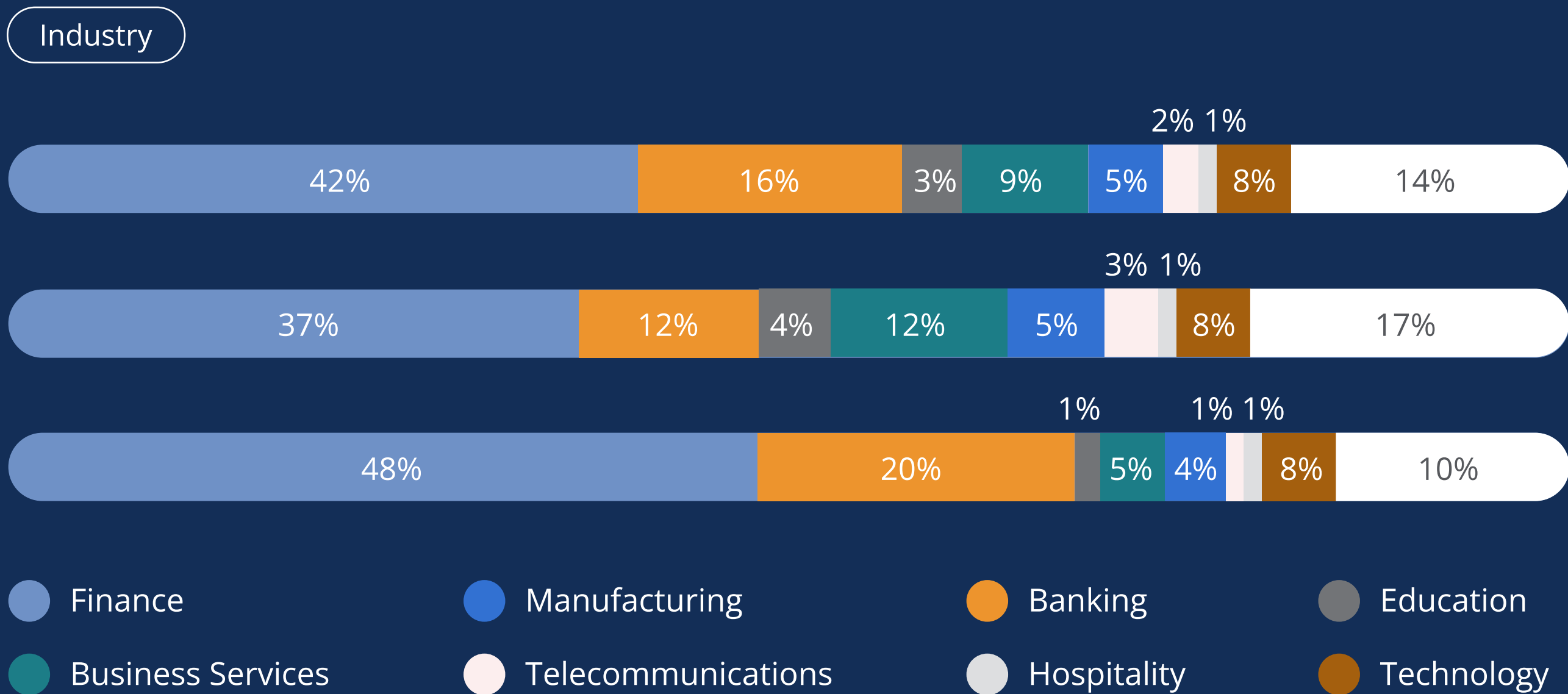
# Introduction

# Learning and Development Trends

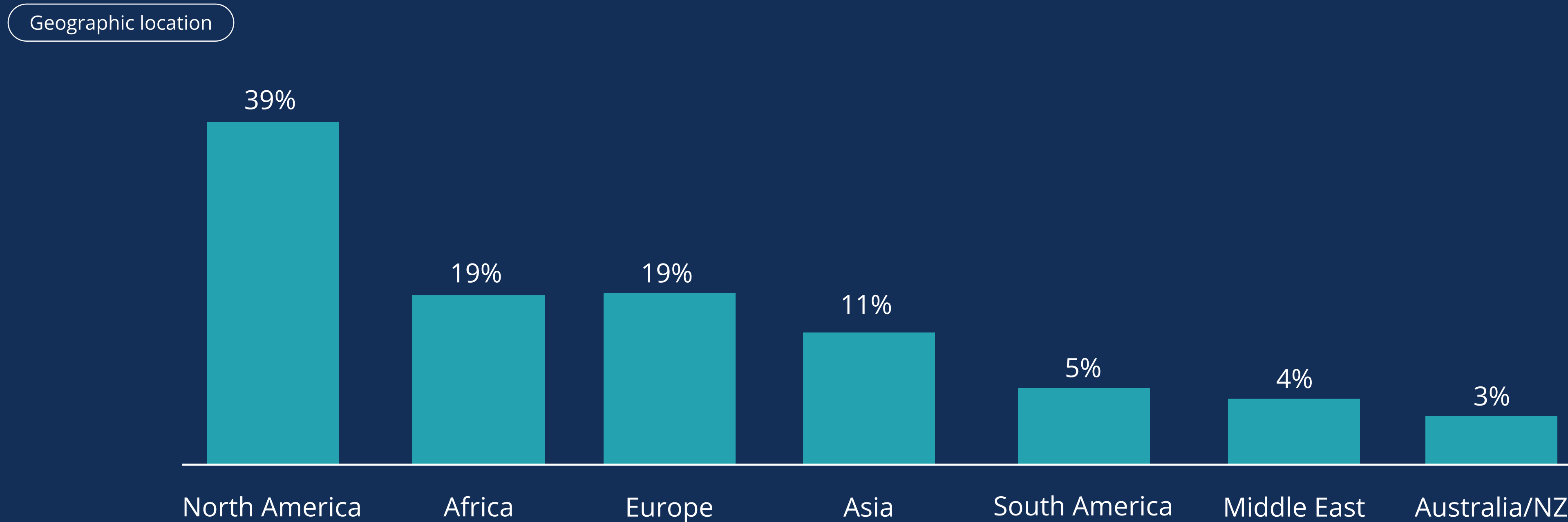
- Traditionally, training for finance professionals occurred in person.
- Work has fundamentally changed over the past two years.
- How are organizations delivering training now?
- What are the current attitudes and beliefs about online & in-person training? Are they the same for employees & employers?

# 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



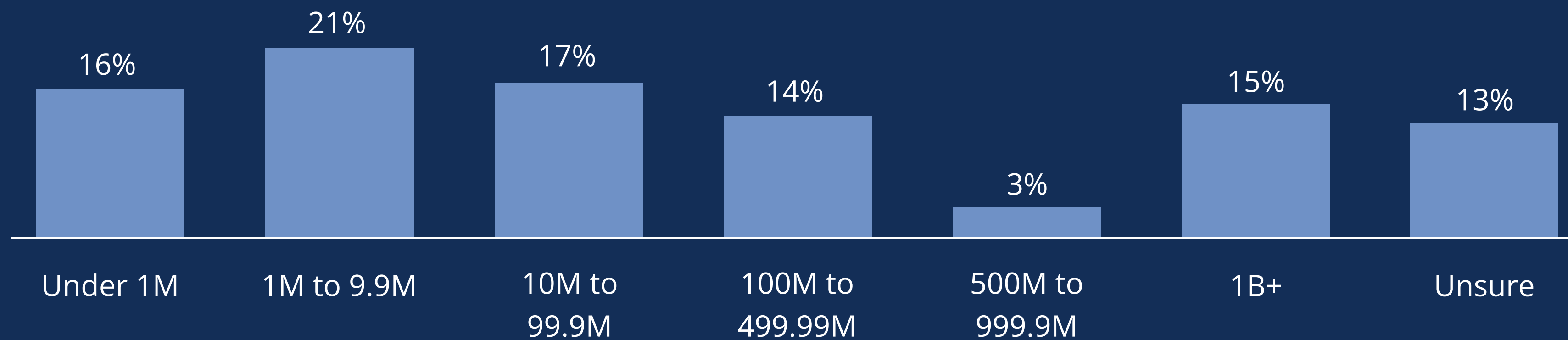
# Respondents: Geographically Diverse



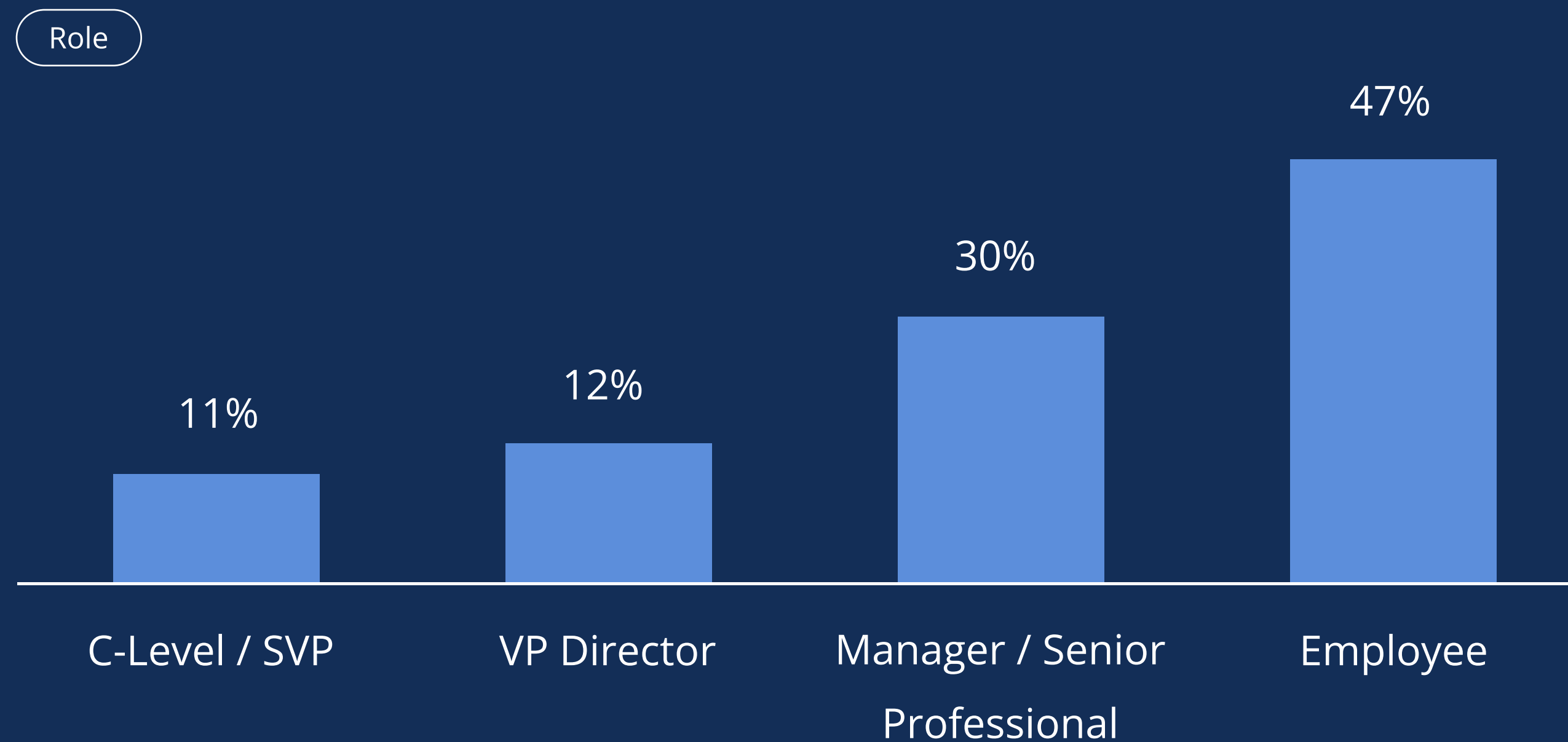
# Respondents: Wide Range Of Company Revenue

Learning & Development Trends in the Finance Industry 2022

Organization's Revenue



# Respondents: Balanced Mix Of Decision Makers And Employees



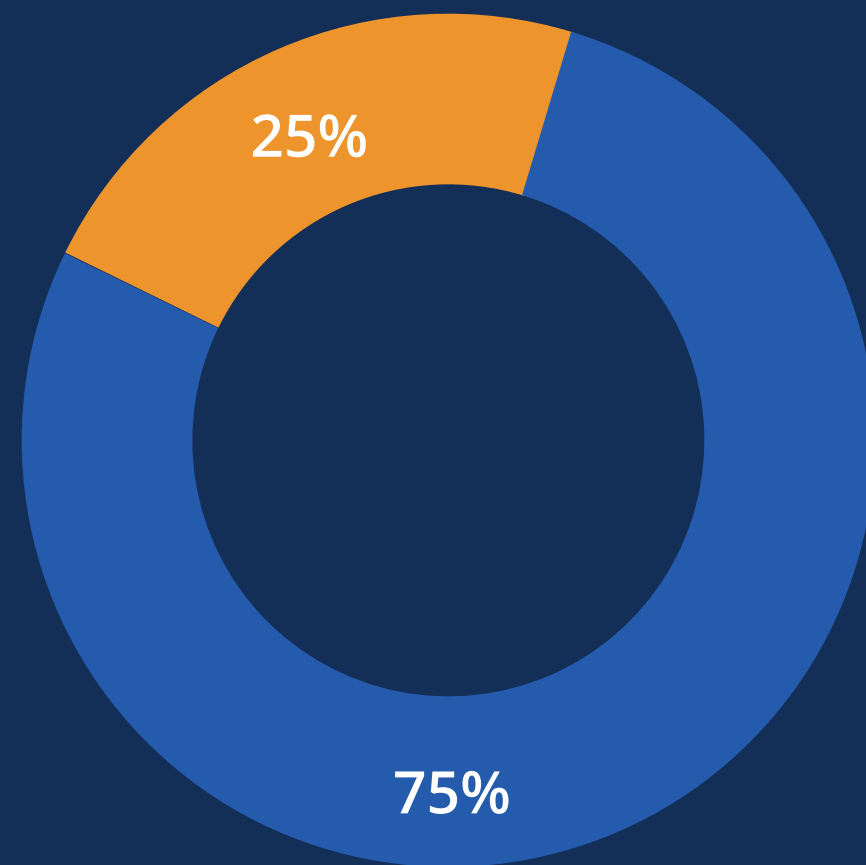


## Question #1

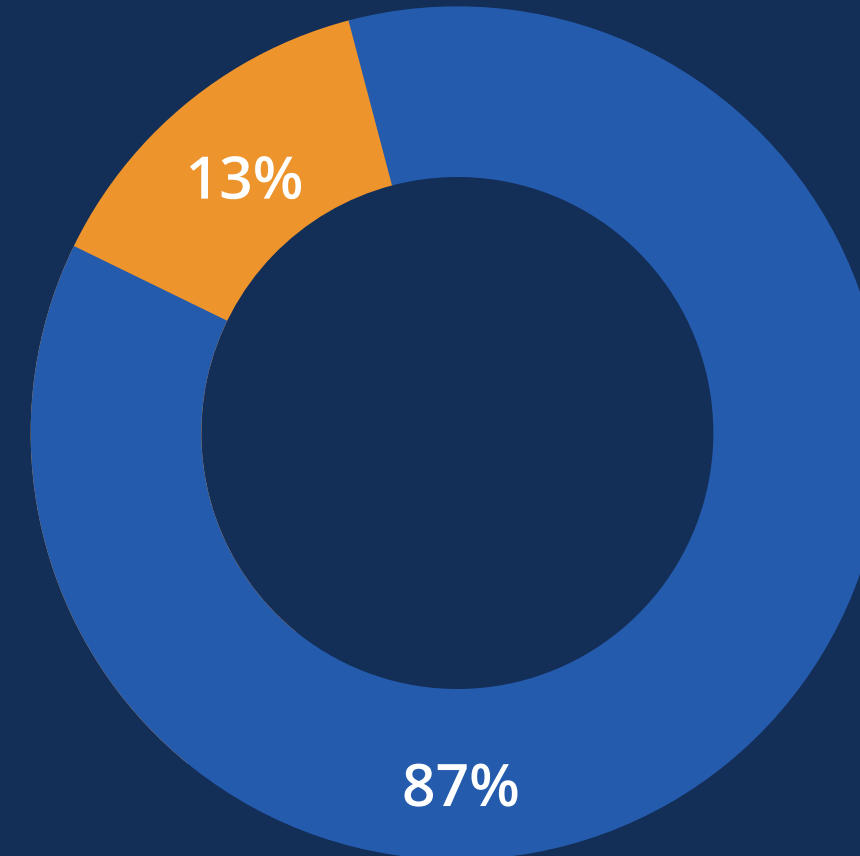
**How Has Finance Training Shifted In Recent Years?**

# Accelerating The Shift To Online Learning

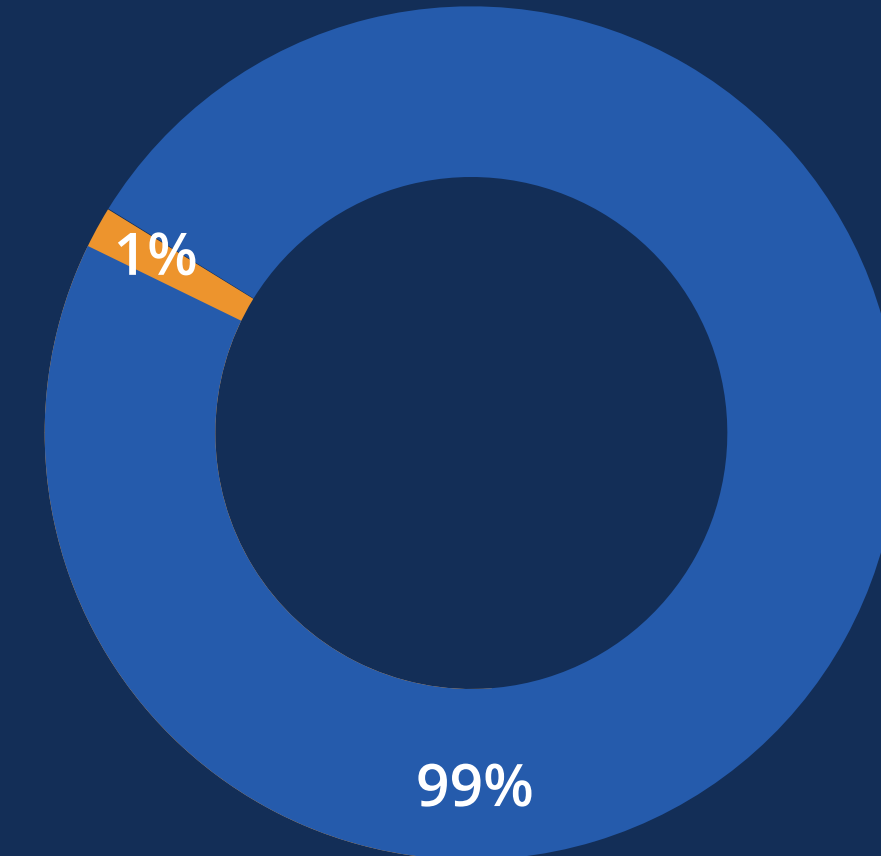
Very little / No change    Significant / Somewhat



Pre-COVID-19 use of online learning for finance training



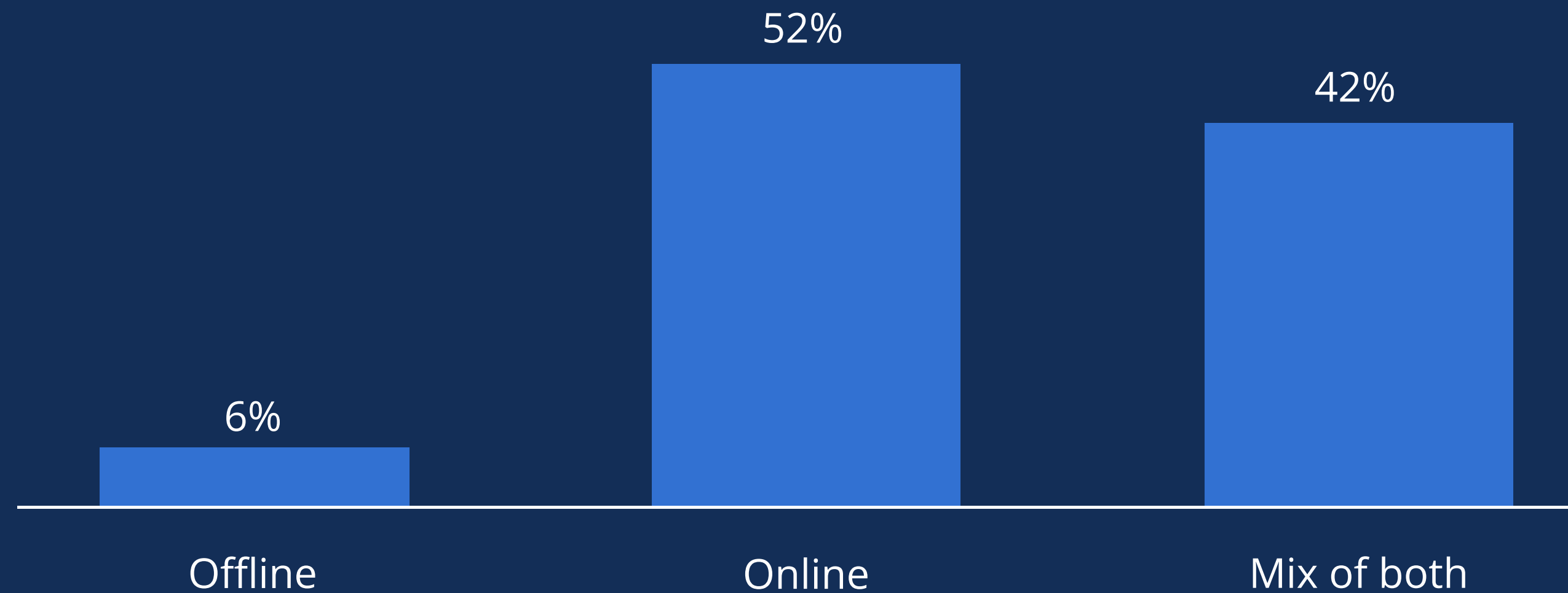
Plans to increase use of online learning post-COVID-19



Increase in online learning in the next 5 years

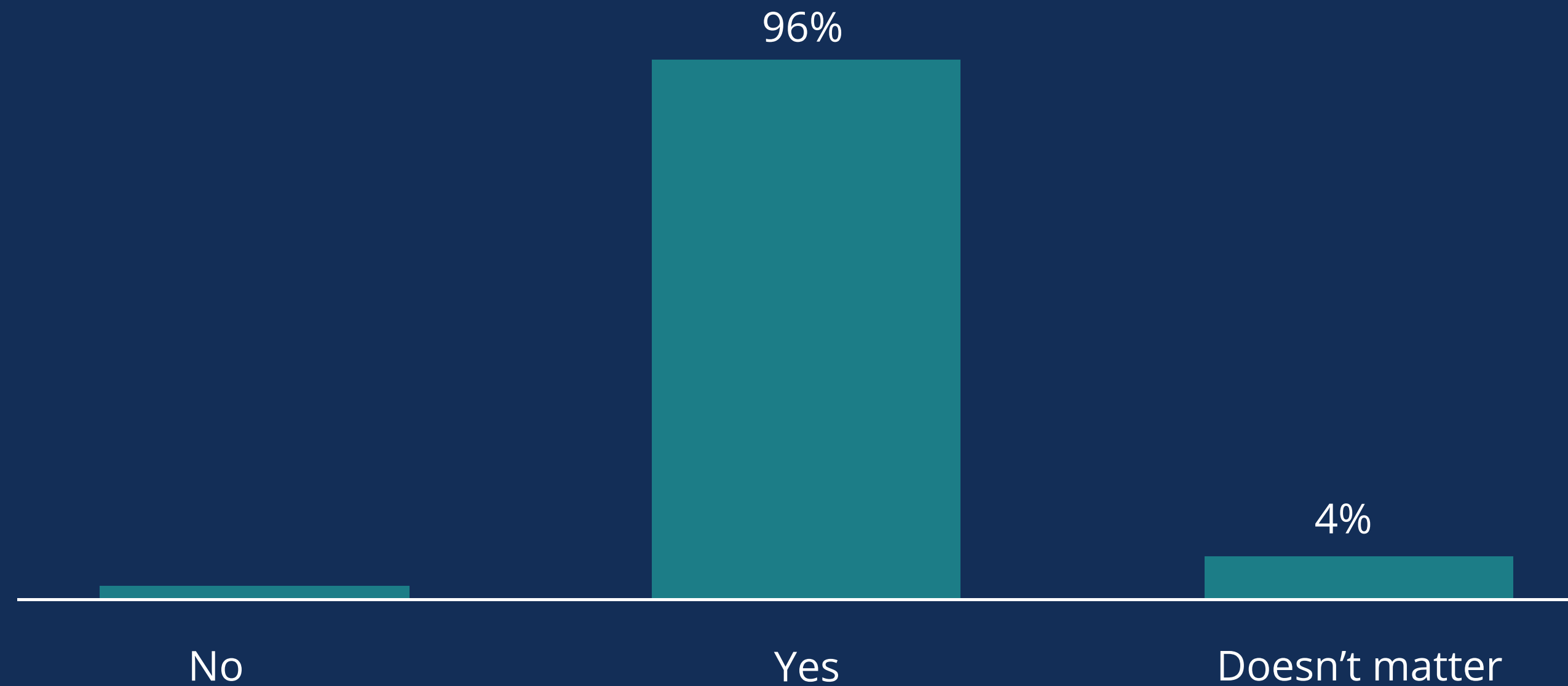
# Finance Professionals Prefer Online & Blended Training

Learning & Development Trends in the Finance Industry 2022



# Finance Professionals Want Employers To Offer Online Training

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





# 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



<sup>2</sup> Diane Hoskins, “Employees Perform Better When They Can Control Their Space,” Harvard Business Review, Jan. 16, 2014

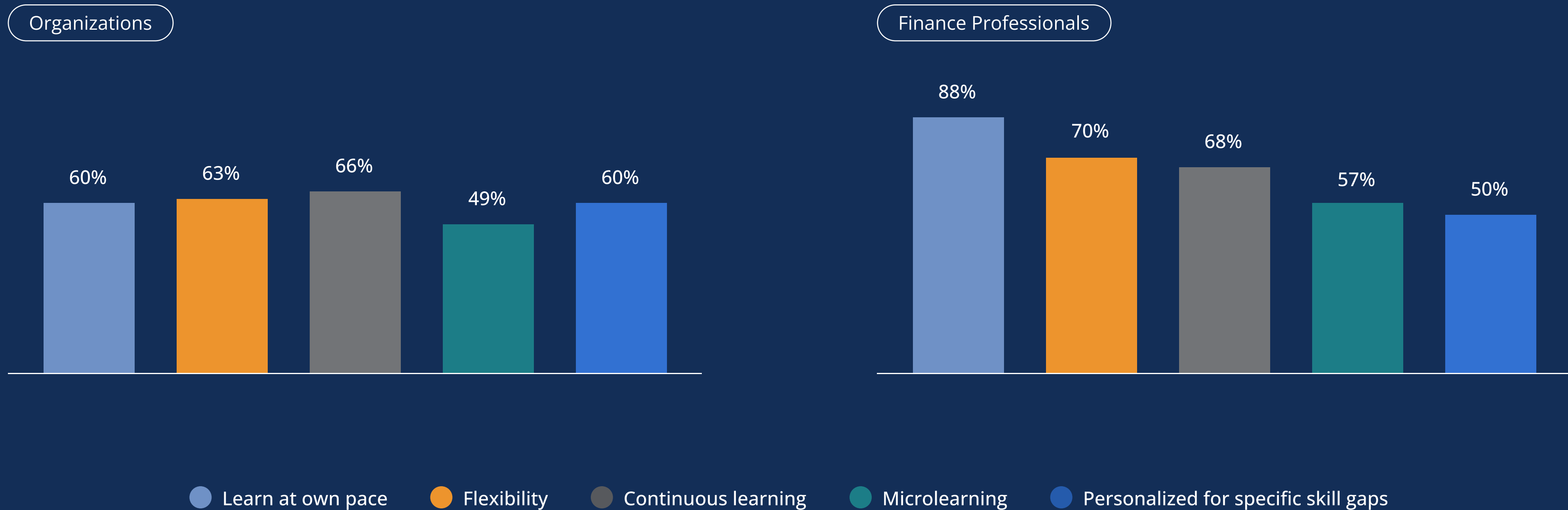
# What Are The Benefits Of Online Learning?

## The Employee View

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



# Microlearning Drives Greater Employee Engagement





## Question #3

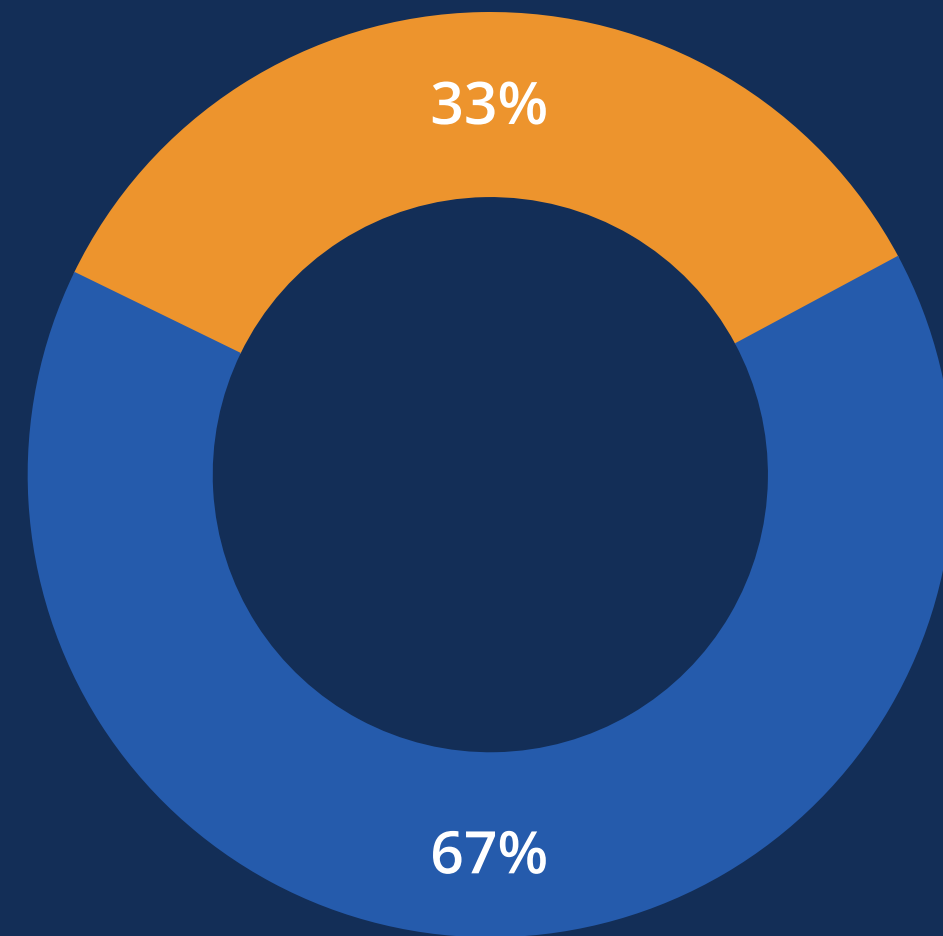
**Why Is It Important For Organizations To  
Create A Learning Culture?**

# Organizations could better address skill gaps as well as better attract & retain employees with online learning.

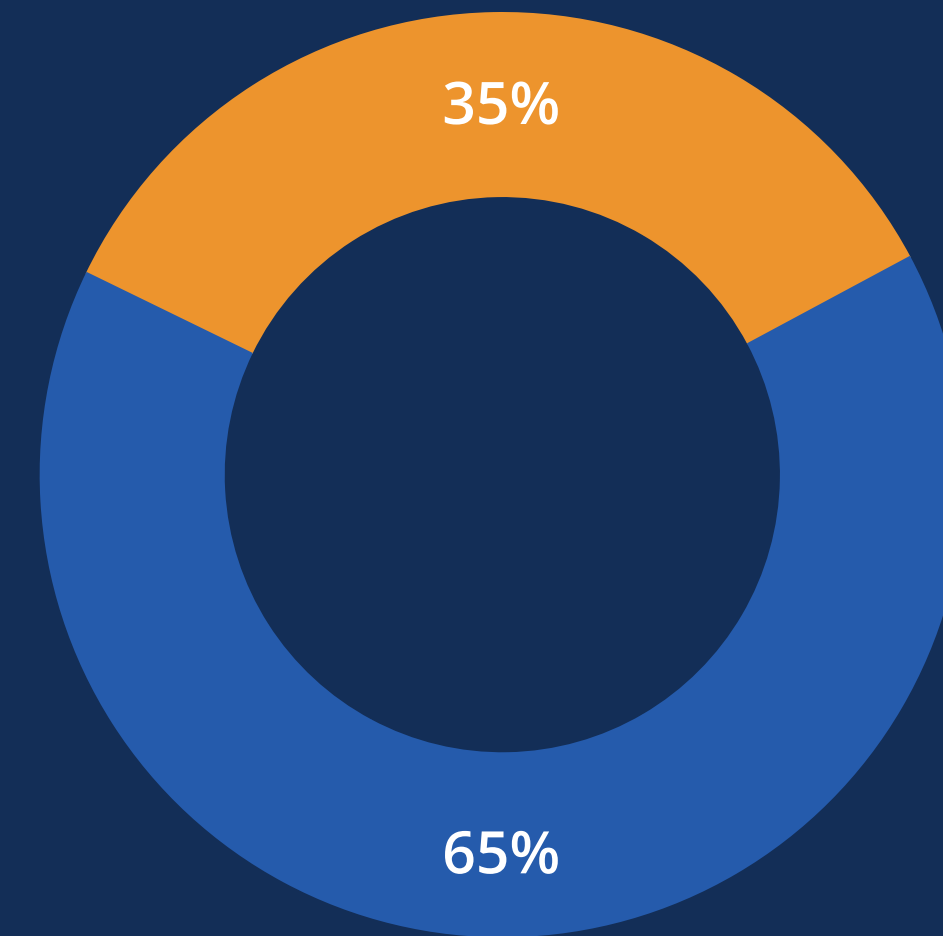
67% of organizations say they are experiencing a gap in financial skills.

# Close The Skills Gap & Retain Talent

● No skills gap   ● Skills gap



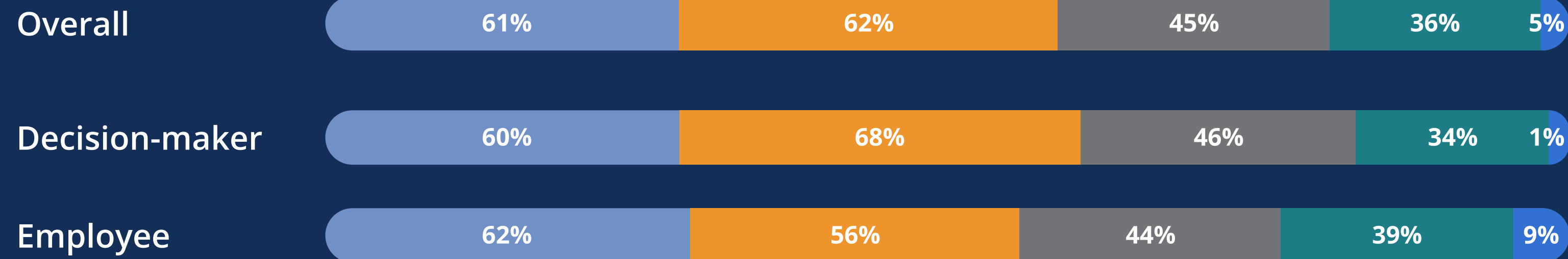
Organizations with skills gap or expecting a skills gap within the next 5 years



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

# 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?

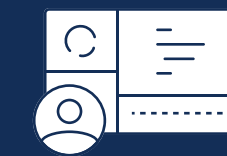
Manage your team training curriculum. Create custom learning paths. Assign lessons. Monitor usage and learning outcomes. Provide a reputable resource for ongoing skill development.



**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

# Q&A

# Let's Discuss Your Training Strategy For 2022 And Beyond

Request Demo



# Thank You!