

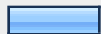
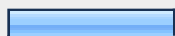
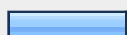












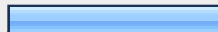

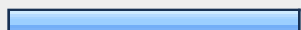


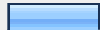


ATW June 2009 Training Survey

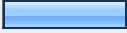









1. Please describe how your role collaborates with your organizations' training efforts...			
		Response Percent	Response Count
I am an HR Consultant or Manager		25.4%	17
I am a Training Consultant or Manager		28.4%	19
I am a Manager or Business Line leader with Training Responsibilities		16.4%	11
I am an officer in my organization		16.4%	11
I am an independent consultant or contractor		4.5%	3
Other (please specify)		11.9%	8
		<i>answered question</i>	67
		<i>skipped question</i>	0

2. Which industry or industries would your organization be categorized as?			
		Response Percent	Response Count
Agriculture		3.0%	2
Non-profit		9.0%	6
Banking, financial, investment		13.4%	9
Insurance		25.4%	17
Manufacturing		17.9%	12
Retail Sales		1.5%	1
Automobile		0.0%	0
Construction/Contracting		1.5%	1
Government/Military		6.0%	4
Business Services/Consulting		6.0%	4
Education		10.4%	7
Public Service (Police/Fire)		1.5%	1
Healthcare/Medical		7.5%	5
Transportation/Logistics		0.0%	0
Entertainment/Media/Publishing		0.0%	0
Advertising/Marketing		1.5%	1
Other (please specify)		6.0%	4
		<i>answered question</i>	67
		<i>skipped question</i>	0







3. What impact has the current economic status had on your business or organization?			
		Response Percent	Response Count
None		3.0%	2
Very little		9.0%	6
Some		52.2%	35
Significant		25.4%	17
Major		10.4%	7
		answered question	67
		skipped question	0

4. In the last 18 months, my organization's training program... (choose all that apply)			
		Response Percent	Response Count
Faced budget increases		0.0%	0
Faced budget decreases		41.8%	28
Faced lay-offs		25.4%	17
Has not changed much		29.9%	20
Faced retention and hiring problems		7.5%	5
Has increased tempo or volume of training		17.9%	12
Has decreased tempo or volume of training		32.8%	22
Has completed re-organization(s) or restructuring of leadership		17.9%	12
Others (please specify)		9.0%	6
		answered question	67
		skipped question	0

5. In the next 18 months, I predict my organization's training program... (choose all that apply)			
		Response Percent	Response Count
Will face budget increases		1.5%	1
Will face budget decreases		32.3%	21
Will face lay-offs		13.8%	9
Will not change much		44.6%	29
Will faced retention and hiring problems		9.2%	6
Will increase tempo or volume of training		27.7%	18
Will decrease tempo or volume of training		13.8%	9
Will complete re-organization(s) or restructuring of leadership		15.4%	10
Others (please specify)		3.1%	2
		<i>answered question</i>	65
		<i>skipped question</i>	2

6. What actions (if any) is your organization taking to lower training costs right now? (Choose all that apply)			
		Response Percent	Response Count
Salaries (lower annual increases)		18.8%	12
Greater use of "Off-the-shelf" training materials		21.9%	14
Greater use of on-line training		37.5%	24
Less Business/Training Travel		57.8%	37
Development of new, 'slimmer' or electronic training materials		23.4%	15
Use of outside speakers/consultants		9.4%	6
Use of internal speakers/consultants		42.2%	27
Sharing training resources with neighboring organizations		9.4%	6
Reduction of training personnel		15.6%	10
Other (please specify)		10.9%	7
		<i>answered question</i>	64
		<i>skipped question</i>	3

7. Which area of training is the most important to your organization now? (One answer only... MOST important)

		Response Percent	Response Count
Management/Leadership training (basic leadership, coaching, performance appraisals, motivation, hiring, interviewing, or other similar subjects)		34.8%	23
Teamwork training (Project management, problem solving, critical thinking, generations, diversity, creativity, innovation, or other similar subjects)		18.2%	12
Communication skills training (Presentation skills, conflict resolution, listening, negotiations, or other similar subjects)		10.6%	7
Industry-specific training or technical training (Customer service, computer or equipment training, procedure/policy training, safety/compliance, or other similar subjects)		27.3%	18
Career-development training (or other similar subjects)		4.5%	3
Ethics Training (EEO, compliance, harassment, workplace violence, discipline, termination, or other similar subjects)		0.0%	0
Others (please specify)		4.5%	3
	answered question		66
	skipped question		1