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Professional training: 8 urban myths

Here are some data collected on the web that dispel some of the most common myths about professional training.

Here is the data collected by Findcourses.com.

1 Only large companies offer internal training

According to Goldman Sachs, 88% of small businesses offer training to all (if not a large portion) of their employees.
e-Learning training prevents the employees of small businesses from losing too much time away from the office.

2 Achieving a certification will not help me find a job

Employers are looking for people with a curriculum that certifies the required skills. There is the awareness that someone who has followed a course and obtained a certificate on the subject has learned certain skills according to a defined standard. Some interesting data about it:

- 89% of employers believe that people with IT certification tend to get better results than individuals without IT certification;
- 42% of companies prefer or require certification of human resources in potential employees.

3 Professional development is not a priority

80% of training professionals agree that employees in continuous training are the best.
The Talent Development Association (ATD) has gathered information on training from over 2,500 companies and found that companies that offer comprehensive training:

- have an income per employee of 218% higher than those with less complete training;
- have a profit margin more than 24% higher compared to those that spend less in training;
- generate a 6% higher shareholder return when the training investment per employee increases by $ 680.

4 Training can not be digital

Today's workforce is more and more knowledgeable about technology, partly because of a generational factor. As a result, it is natural for education to become more modern (digital): consider that by 2025, millennials will constitute 75% of the workforce.

- 87% of millennials would choose to work for an organization that invested in digital compared to one that did not
- Today, 67% of people use mobile devices to benefit from training

5 E-learning is not a recognized training methodology

In reality e-Learning is only a method of supplying and distributing courses. The real question to ask is about the accreditation of the course provider.

- 88% of employees say that daily e-Learning helps them more than classroom learning;
- Companies that offer online learning tools to their employees have experienced a productivity increase of 50%;
- Companies that offer online training and workplace training can generate 26% more revenue per employee.

6 I will have to pay for the training myself

Employee turnover is a widespread problem. 76% of millennials believe that professional development opportunities are one of the most important elements of corporate culture: as a result, an increasing number of companies have started to invest more and more in training.

- HR magazine reports that companies investing in training $ 1,500 or more per employee per year have profit margins on average 24% higher than companies with lower annual training investments
- 76% of respondents during the SHRM survey pay for off-site employee development, including seminars, conferences and courses or training to keep skills up-to-date
- 36% of employers pay for all IT certification and training expenses

7 Training courses are too theoretical

When companies want to offer engaging training they can use:

- Gamification
- Role play games
- Virtual reality (VR)
- Simulation

8 Microlearning is not effective for long-term training

Given the frenzy and the drop in attention that distinguishes our days, microlearning is particularly useful: small "pieces" of training easily digested (usually in video format) can not replace the long-term training in any case, in particular for technical topics, but have a valuable place in today's business education and are certainly in line with the fast-digitizing world.
The courses in microlearning:

- are chosen by 8 training professionals out of 10 because of the preferences of the students themselves;
- can be produced from 300% to 50% faster compared to traditional courses;
- increase information retention by 20% compared to traditional training.

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