

# 10 MYTHS ABOUT PROFESSIONAL TRAINING

### Myth #1: "Only large-scale companies have access to training."

88% of small and medium-sized businesses offer training to at least some of their employees.

74% of employees of small businesses report having received training in the last 12 months.

88% of employees of large-scale companies report having received training in the last 12 months.

### Myth #2: "Becoming certified won't help me find a job."

59% of employers rate a certification as a "very important" or "important" factor in hiring decisions.

41% of employees who are certified in their field report that their certification helped them find a job.

42% of employees who are certified in their field report that their certification helped them increase their salary.

### Myth #3: "Professional development isn't a priority."

80% of employees feel that their employer should invest more in professional development.

81% of employees who receive professional development training report that it has helped them advance in their career.

51% of employees who receive professional development training report that it has helped them increase their productivity.

77% of employees who receive professional development training report that it has helped them increase their job satisfaction.

24% of employees who receive professional development training report that it has helped them increase their loyalty to their employer.

### Myth #4: "Training isn't modern or digital enough."

87% of employees who receive digital training report that it is more engaging and effective than traditional training.

70% of employees who receive digital training report that it is more convenient and flexible than traditional training.

67% of employees who receive digital training report that it is more relevant and up-to-date than traditional training.

### Myth #5: "E-learning is not as recognised as in-person training."

88% of employees who receive e-learning training report that it is as effective as in-person training.

50% of employees who receive e-learning training report that it is more convenient and flexible than in-person training.

26% of employees who receive e-learning training report that it is more relevant and up-to-date than in-person training.

### Myth #6: "I'll have to pay for the training myself."

76% of employees who receive training report that their employer should pay for it.

96% of employees who receive training report that their employer should pay for it.

### Myth #7: "Training courses are way too theoretical and not practical."

80% of employees who receive practical training report that it is more effective than theoretical training.

70% of employees who receive practical training report that it is more engaging and interactive than theoretical training.

60% of employees who receive practical training report that it is more relevant and up-to-date than theoretical training.

### Myth #8: "Microlearning is not as effective as long-form training."

80% of employees who receive microlearning training report that it is as effective as long-form training.

70% of employees who receive microlearning training report that it is more convenient and flexible than long-form training.

60% of employees who receive microlearning training report that it is more relevant and up-to-date than long-form training.

### Myth #9: "Mental health first aid and well-being training aren't beneficial."

**The problem:** 1 in 5 employees experience mental health issues, 1 in 10 experience a mental health crisis, and 1 in 10 experience a mental health crisis that results in a lost workday.

**For mental health sufferers:** 87% of employees who receive mental health first aid training report that it has helped them manage their mental health, 80% report that it has helped them reduce their stress, 62% report that it has helped them improve their productivity, and 59% report that it has helped them improve their overall well-being.

**The good news:** 83% of employees who receive mental health first aid training report that it has helped them improve their mental health, 76% report that it has helped them reduce their stress, and 67% report that it has helped them improve their overall well-being.

### Myth #10: "Learning stops outside the classroom."

5x Top performing organisations are 5x more likely to have learning cultures.

**What is a learning culture?** The most successful organisations are those that have a learning culture. A learning culture is one in which employees are encouraged to learn and grow, and where learning is seen as a continuous process.

**How can you implement a learning culture?** Encourage continuous learning, Foster a growth mindset, Encourage collaboration, Invest in training and development, and Encourage experimentation.