

# 2019 Global Trends in Talent Development



## 2019 Global Trends in Talent Development

**ctdo** 360  
NEXT

# About the Study

July 2019 Survey

413 Respondents

# Regions



## Asia-Pacific:

East Asia, South Asia,  
Southeast Asia,  
Australia, and Oceania



## Latin America:

Mexico, Central America,  
South America, and the  
Caribbean



## Europe, the Middle East, and Africa (EMEA):

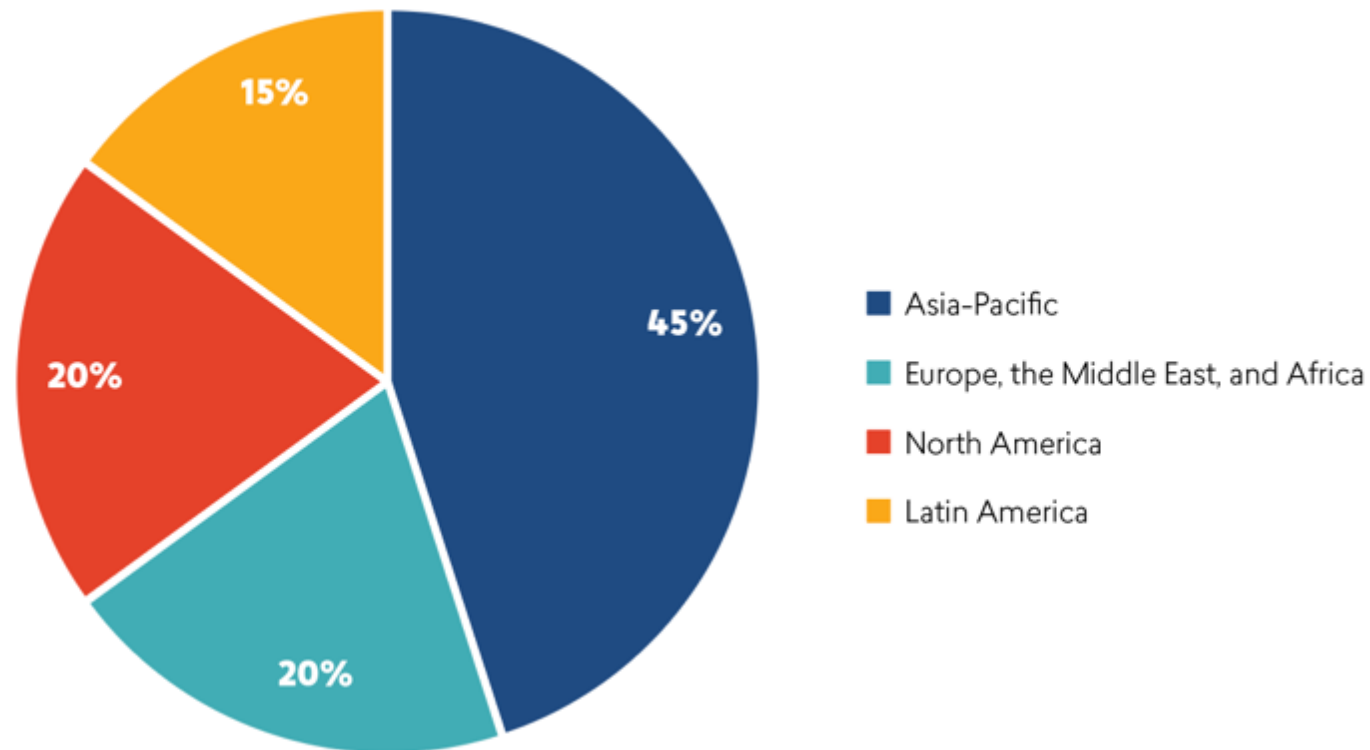
Europe (including Russia  
and Turkey), the Middle  
East, and Africa



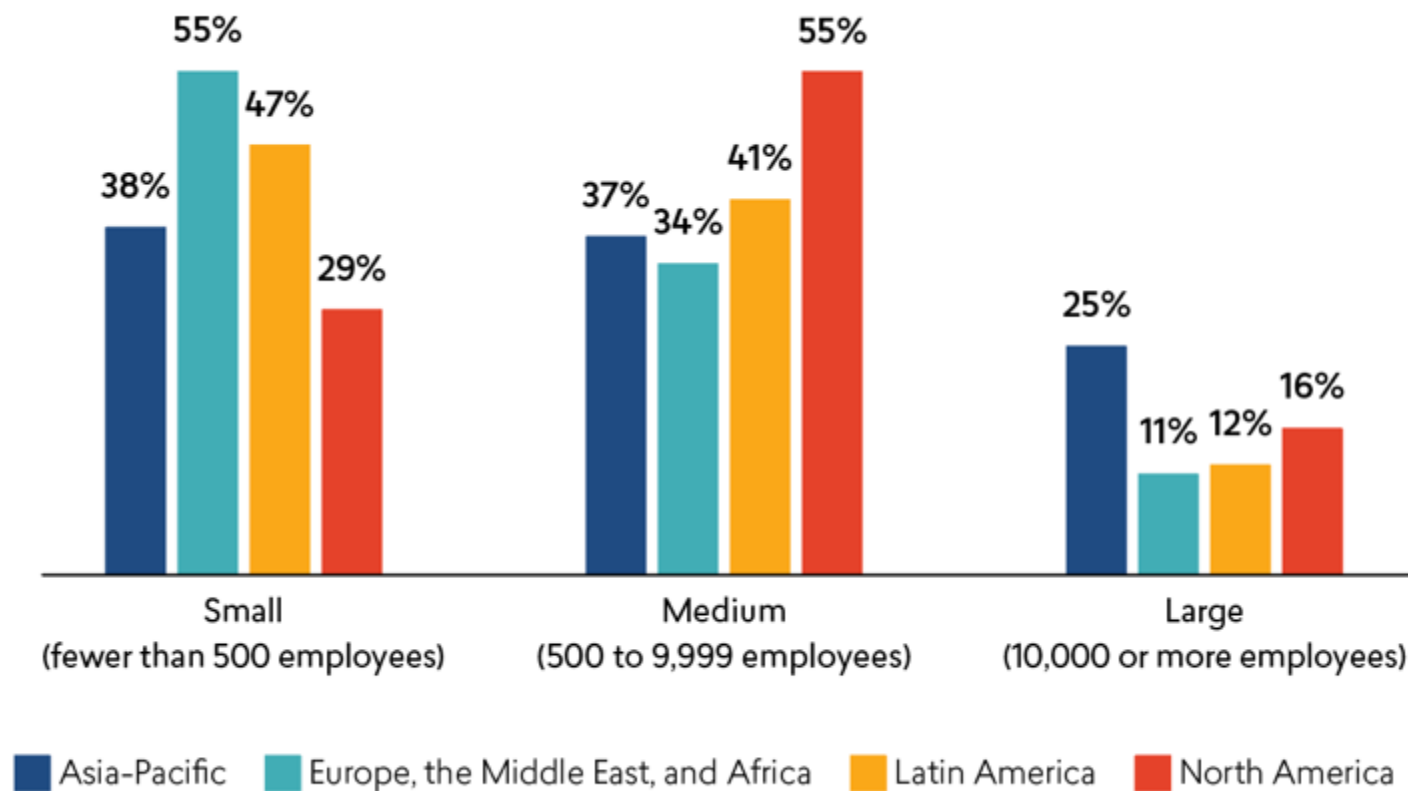
## North America:

Canada and  
the United States

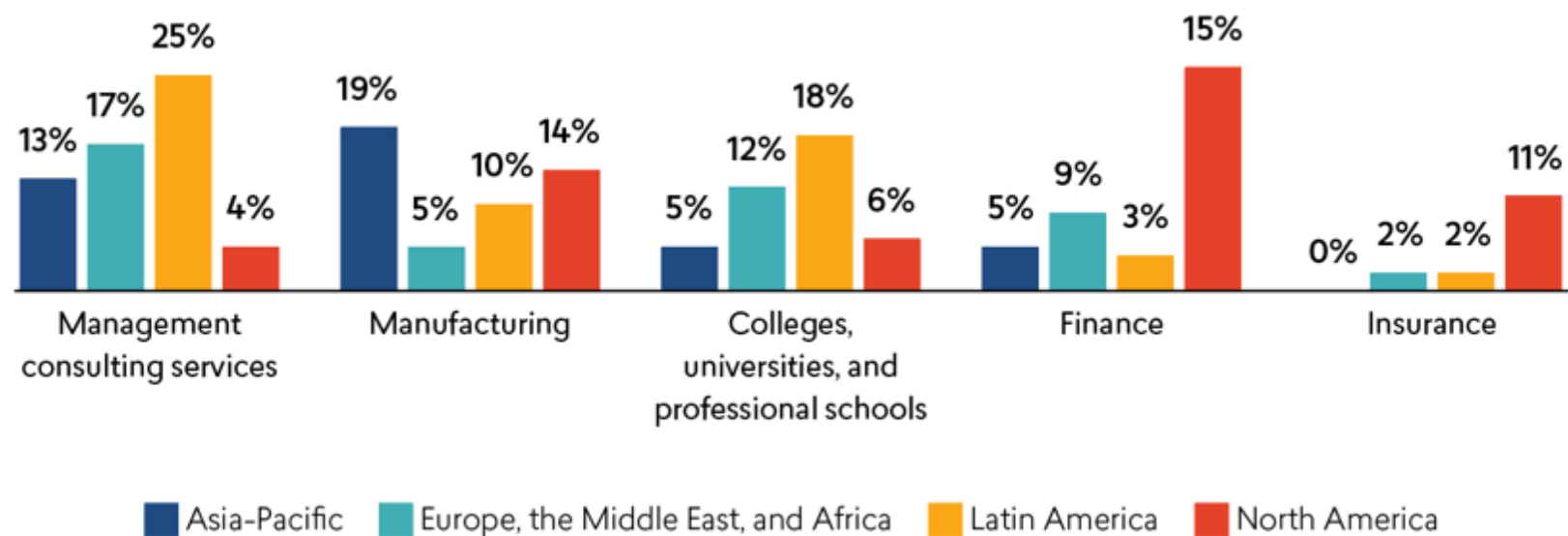
# Organizations by Region



# Organizations by Size



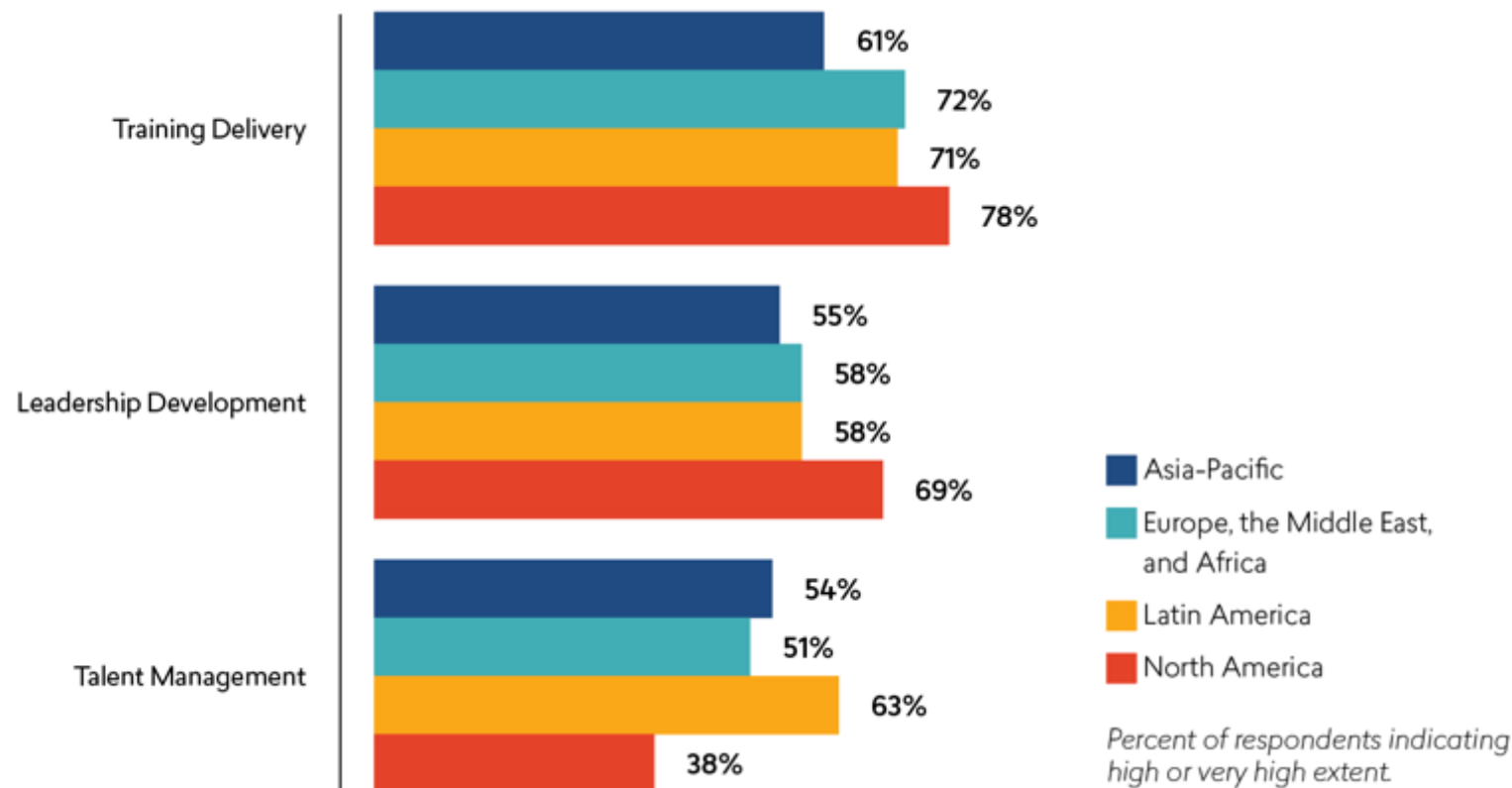
# Organizations by Industry





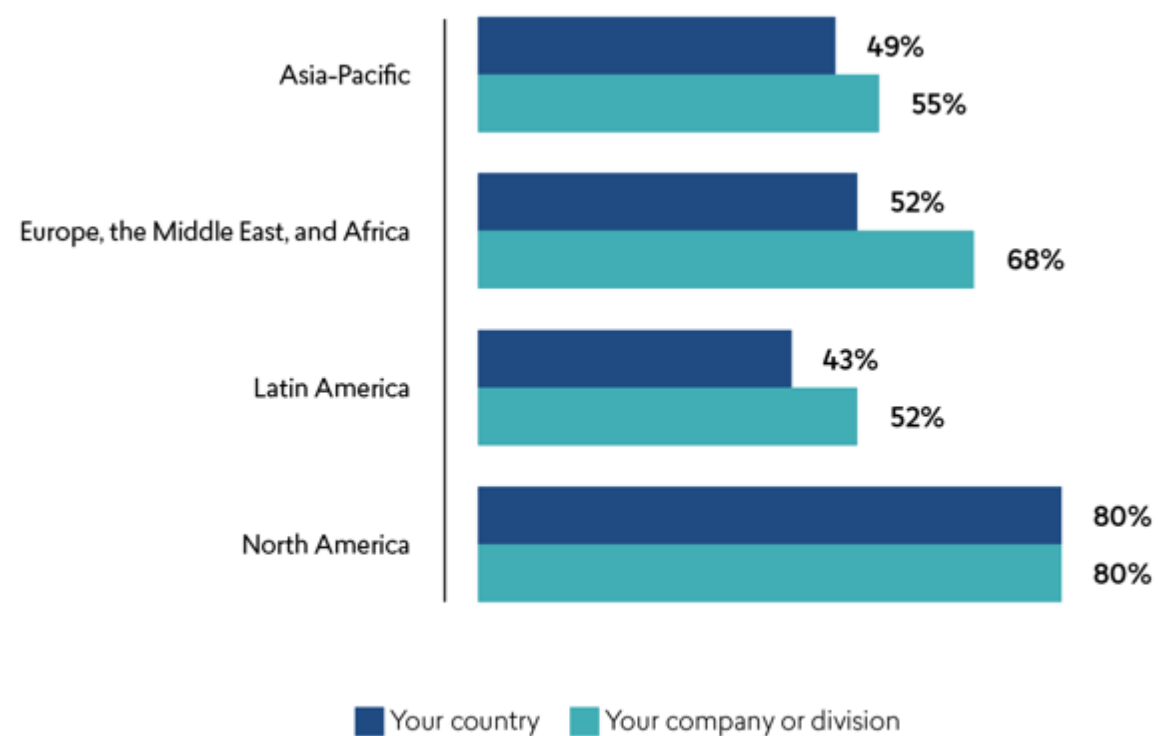
# Topics in Talent Development

To what extent will talent development in your organization focus on the following areas within the next year?



# Economic Outlook

How would you describe the business and economic outlook overall in the following areas?



*Percent of respondents indicating somewhat good or very good.*



# Alignment Between Talent Development and Business

To what extent do you believe that the talent development strategy is aligned with your organization's overall business goals?



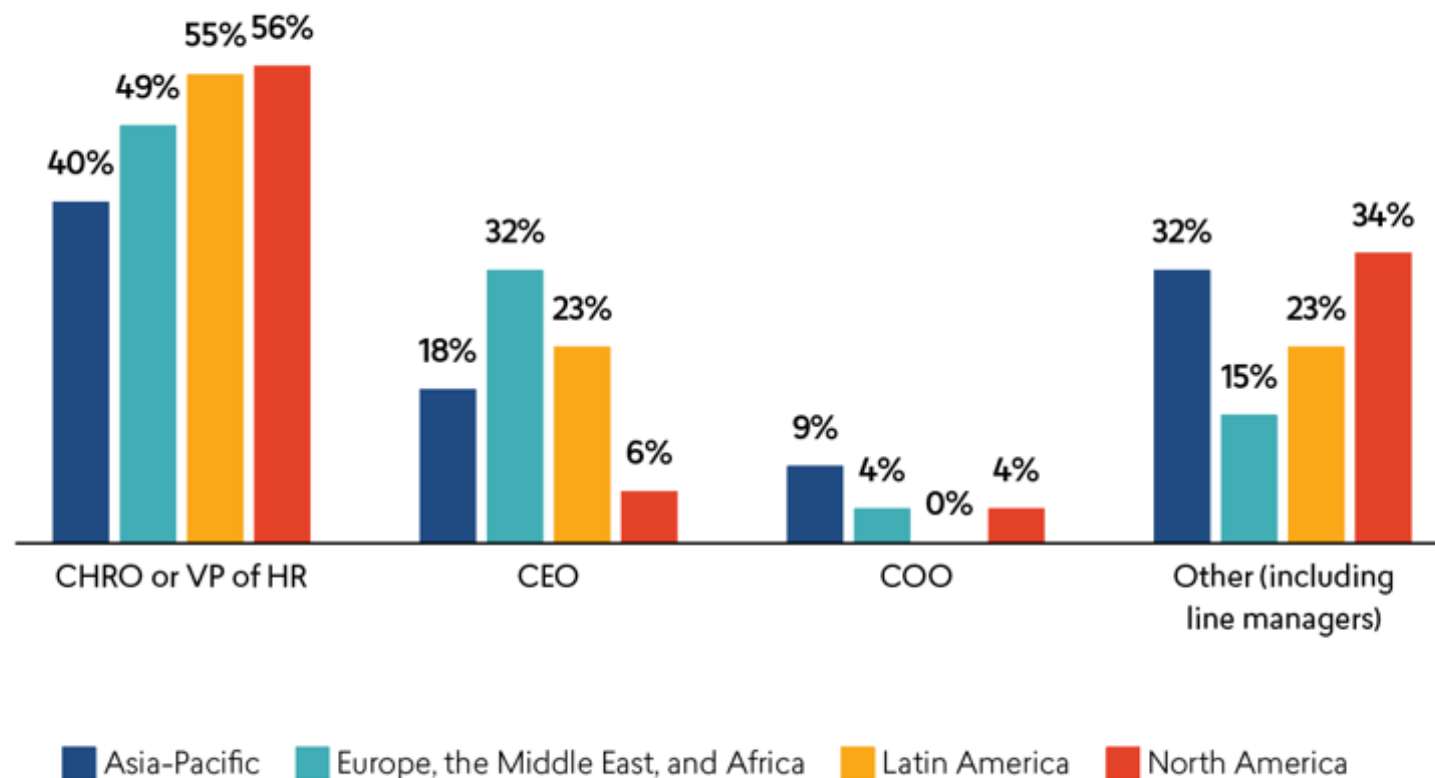
*Percent of respondents indicating high or very high extent.*

# Biggest Challenges for Talent Development

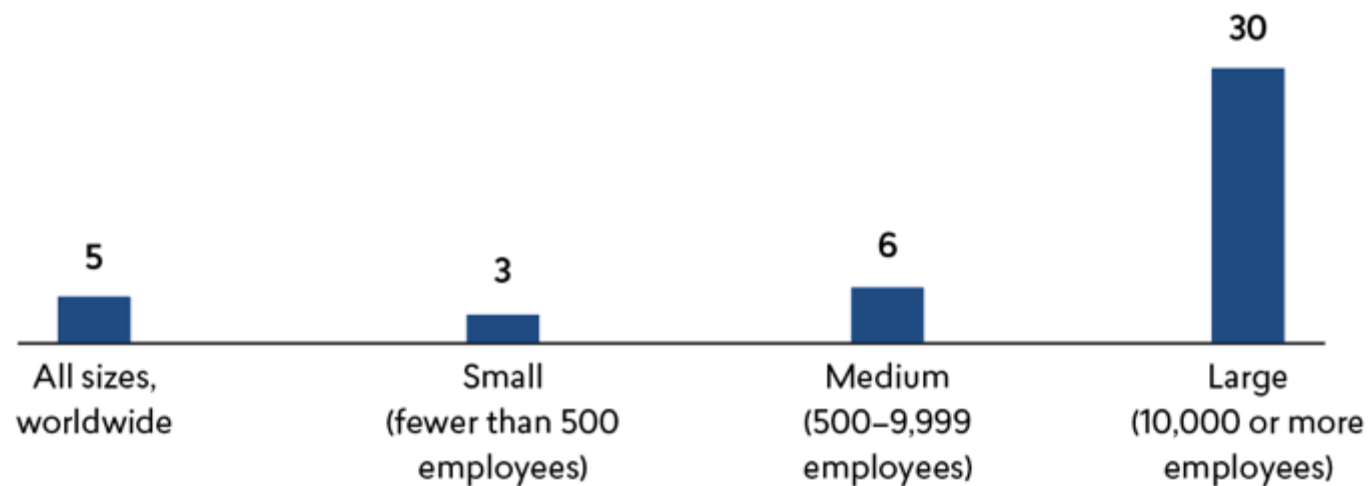
Asia-Pacific	Europe, the Middle East, and Africa	Latin America	North America
1. Adapting to and keeping up with new technologies	1. Adapting to and keeping up with new technologies	1. Adapting to and keeping up with new technologies	1. Lack of time
2. Lack of support and resources for our own growth as talent development professionals	2. Lack of financial resources	2. Lack of financial resources	2. Lack of appropriate tools, technology, and other resources
3. Lack of appropriate tools, technology, and other resources	3. Senior leadership does not see the value of talent development	3. Retaining talent development employees	3. Adapting to and keeping up with new technologies

# Reporting Structure

To whom does your talent development or learning leader report?

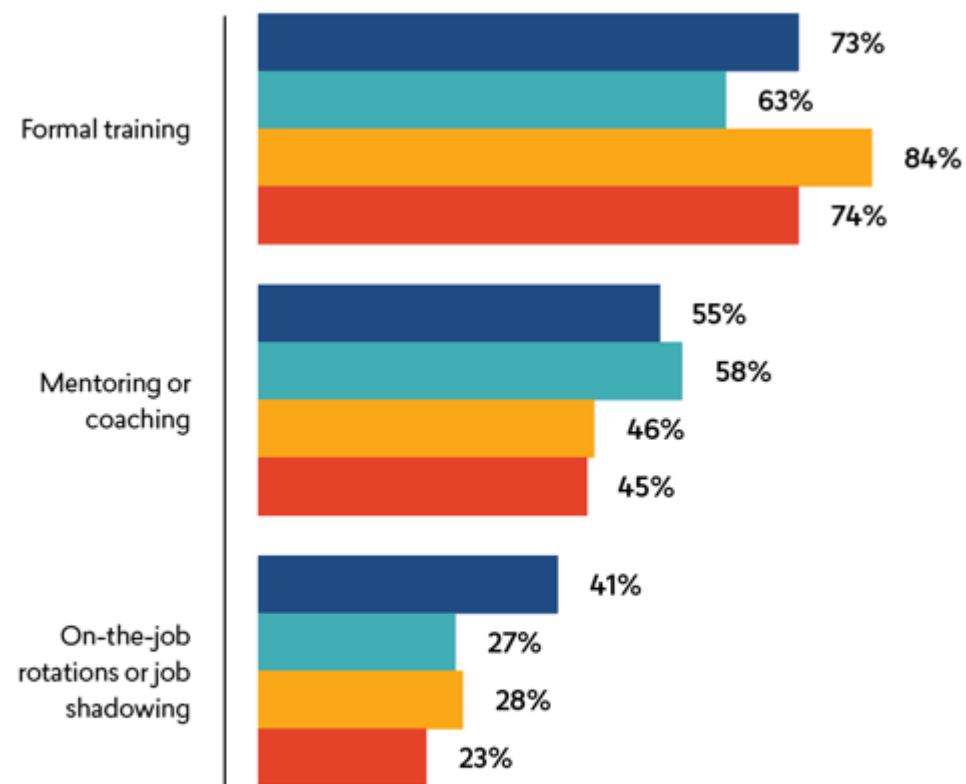


# Median Talent Development Staff by Organization Size



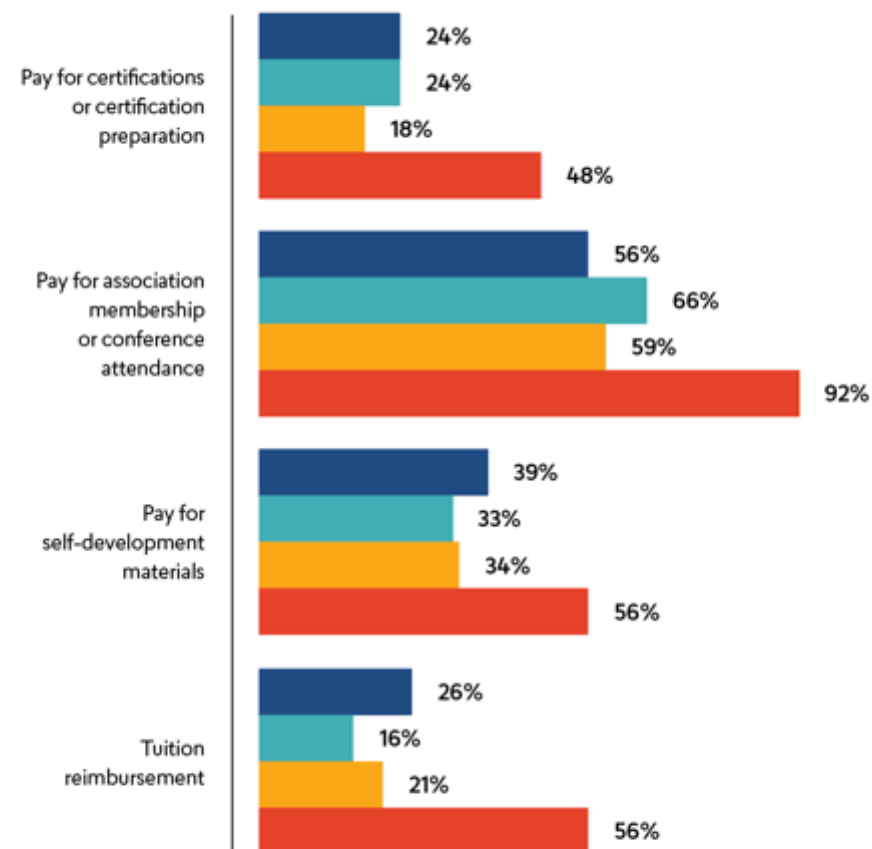
# Programs Available to Talent Development Staff

What development resources does your organization offer to talent development staff and which have you personally used?



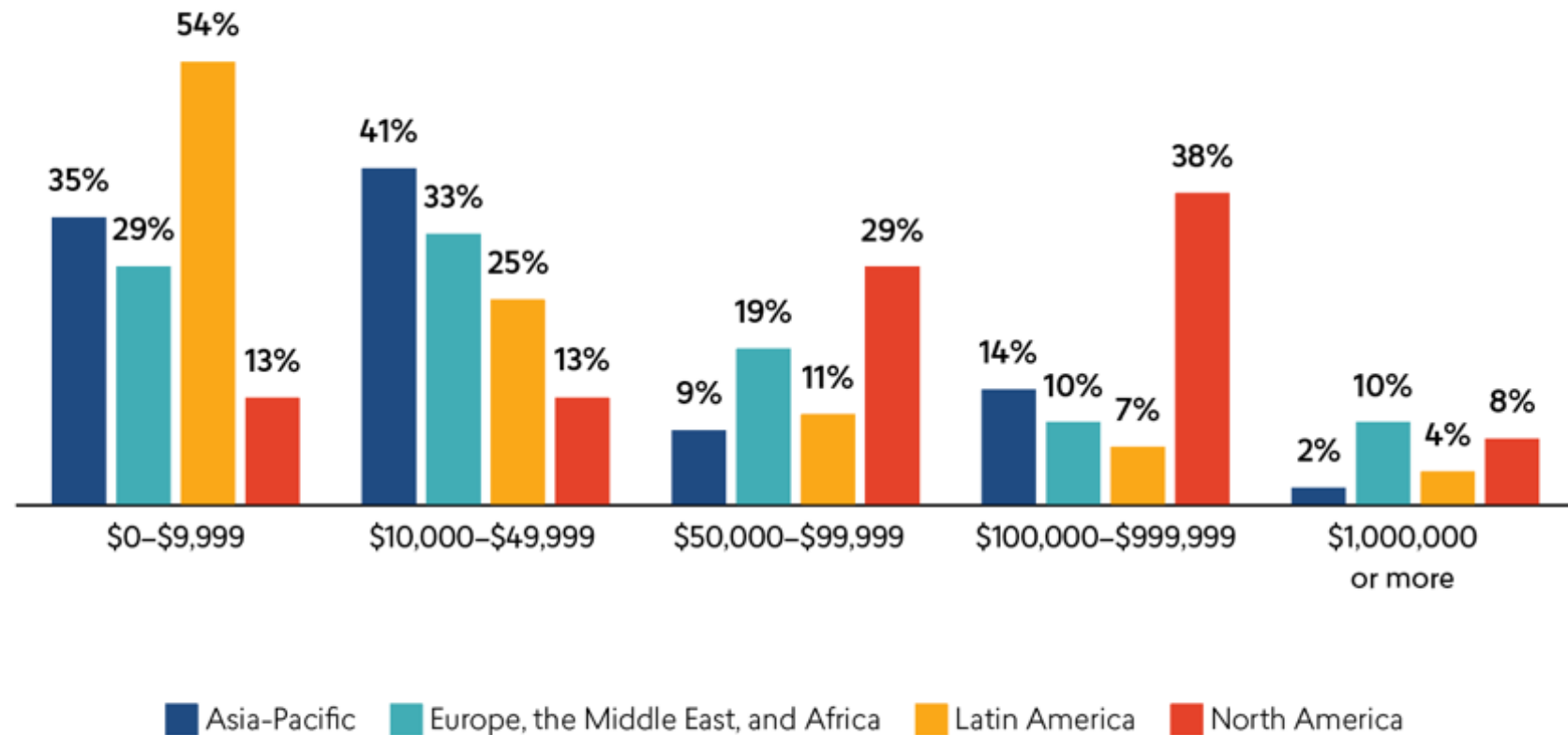
# Resources Available to Talent Development Staff

What development resources does your organization offer to talent development staff and which have you personally used?

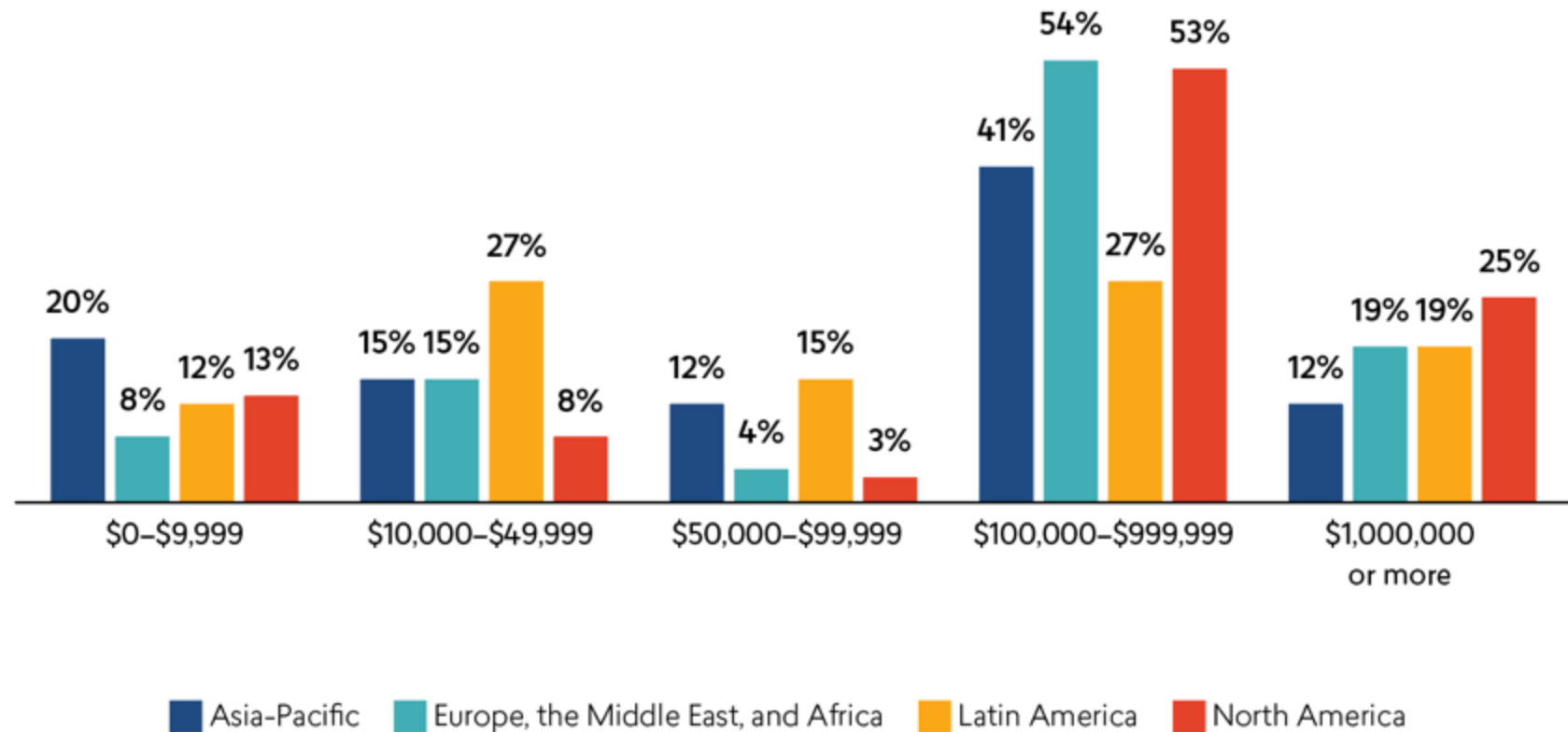




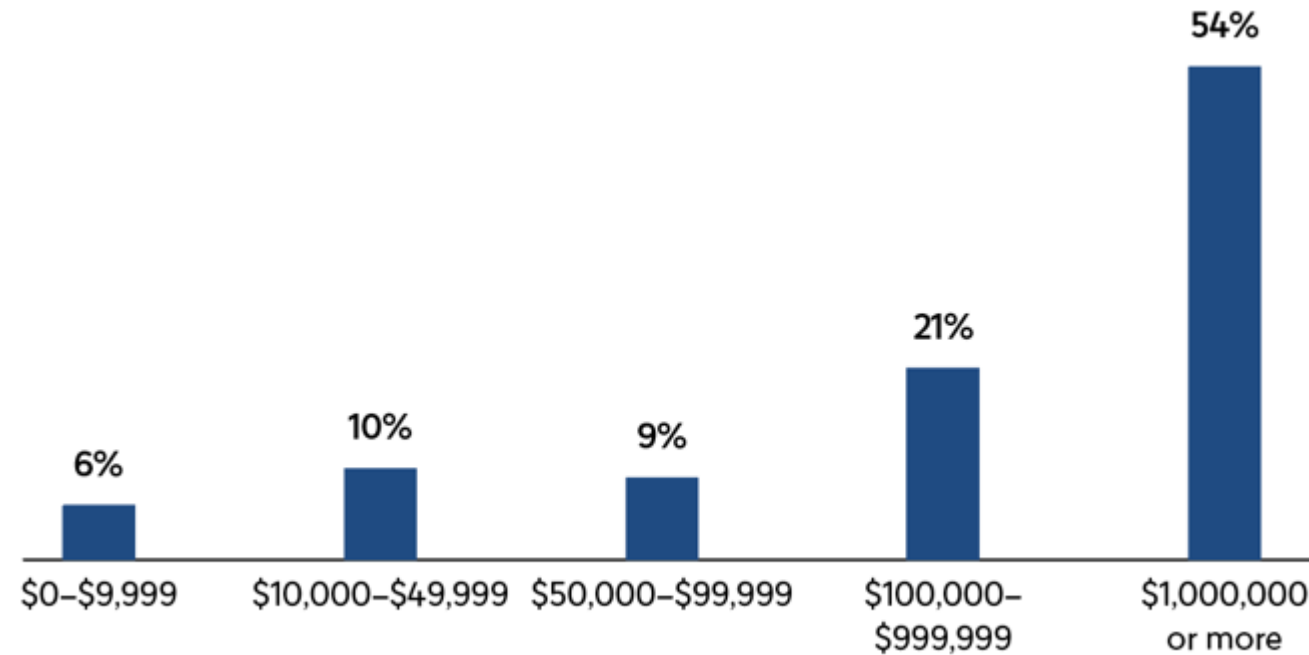
# Annual Talent Development Budgets for Small Organizations by Region



# Annual Talent Development Budgets for Medium Organizations by Region



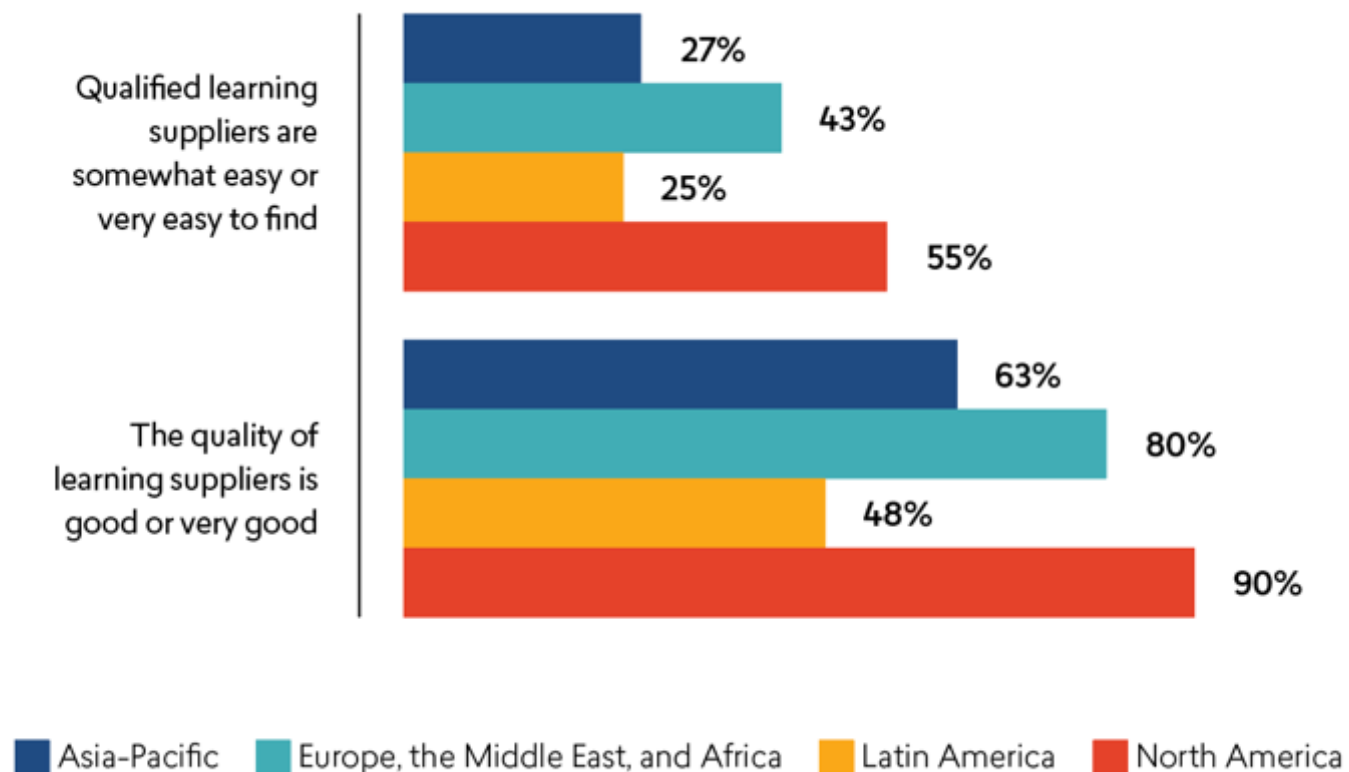
# Annual Talent Development Budgets for Large Organizations Worldwide



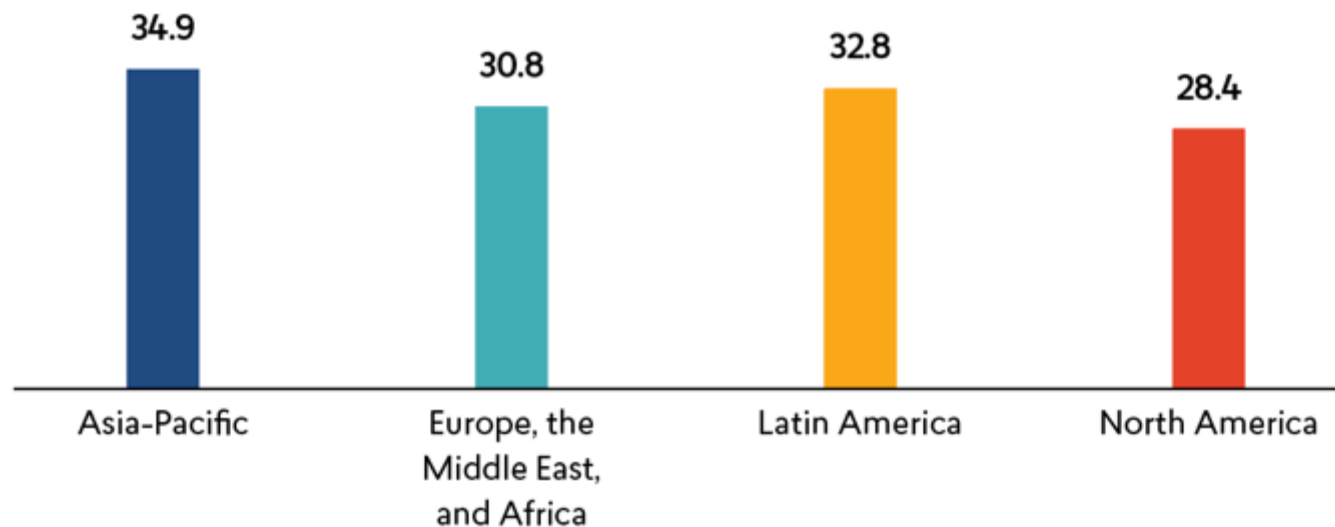
# Average Percentage of Talent Development Budget Spent on Learning Suppliers



# Quality of and Ease of Finding Qualified Learning Suppliers

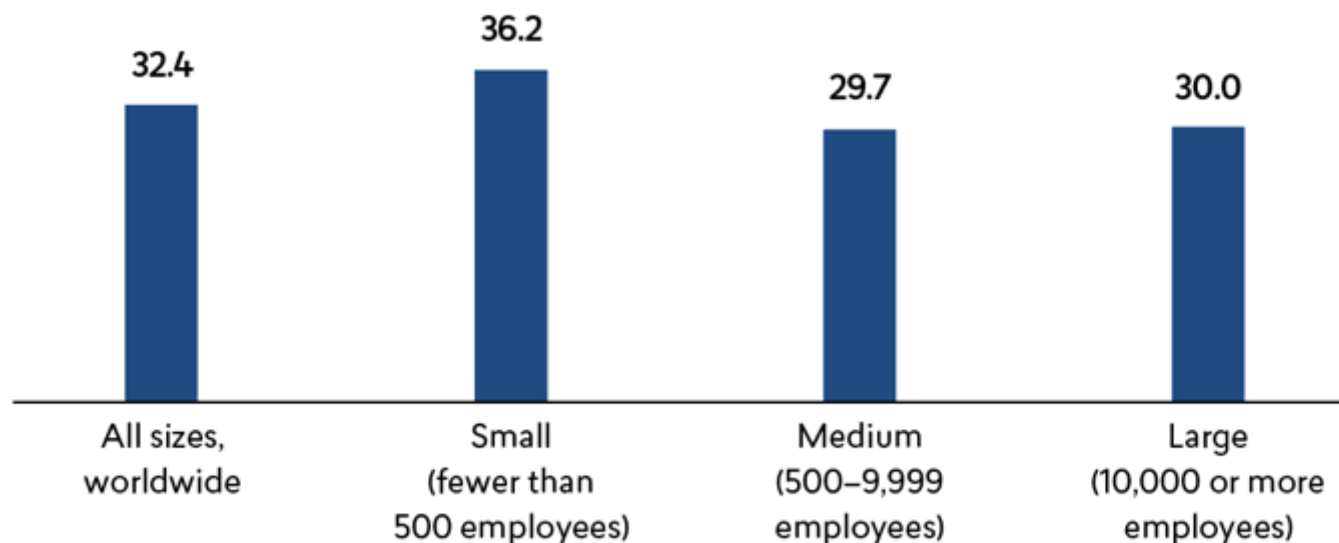


## Average Learning Hours Used per Employee by Region





## Average Learning Hours Used per Employee by Organization Size

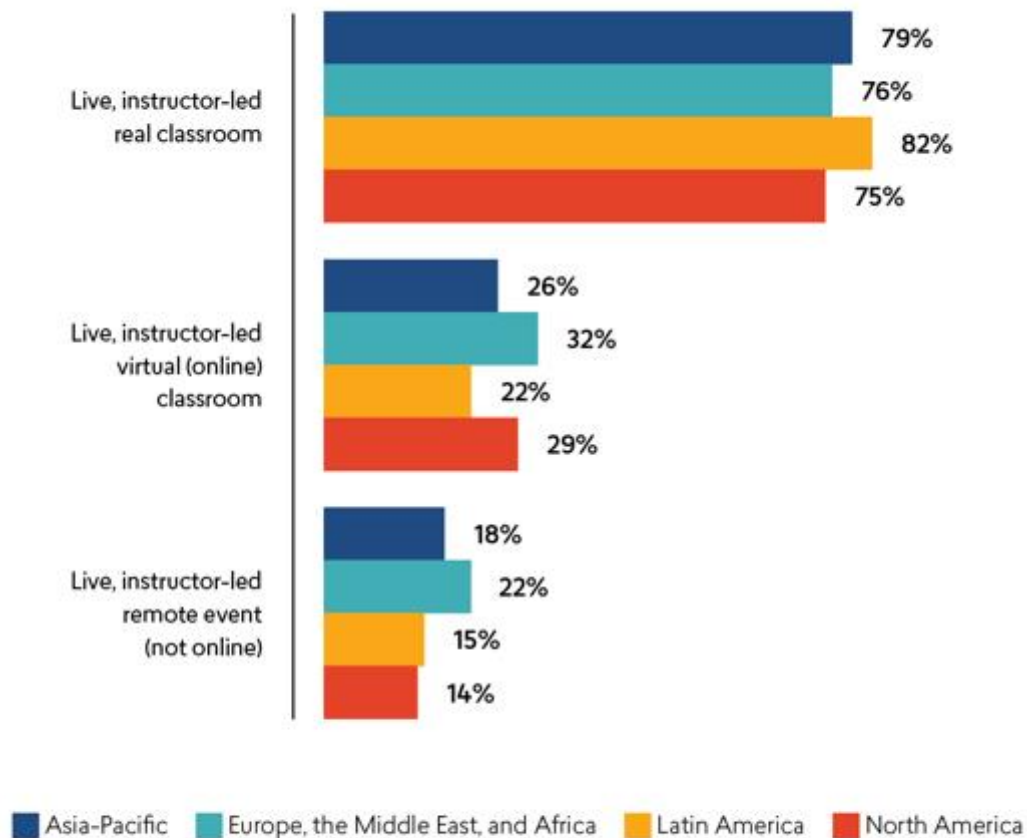


# Top Content Areas

Asia-Pacific	Europe, the Middle East, and Africa	Latin America	North America
1. Executive development	1. Interpersonal skills	1. Interpersonal skills	1. Interpersonal skills
2. Interpersonal skills	2. Professional-specific or industry-specific skills	2. Customer service	2. Managerial and supervisory
3. Managerial and supervisory	3. Managerial and supervisory	3. Processes, procedures, and business practices	3. New employee orientation

# Use of Live, Instructor-Led Delivery Methods

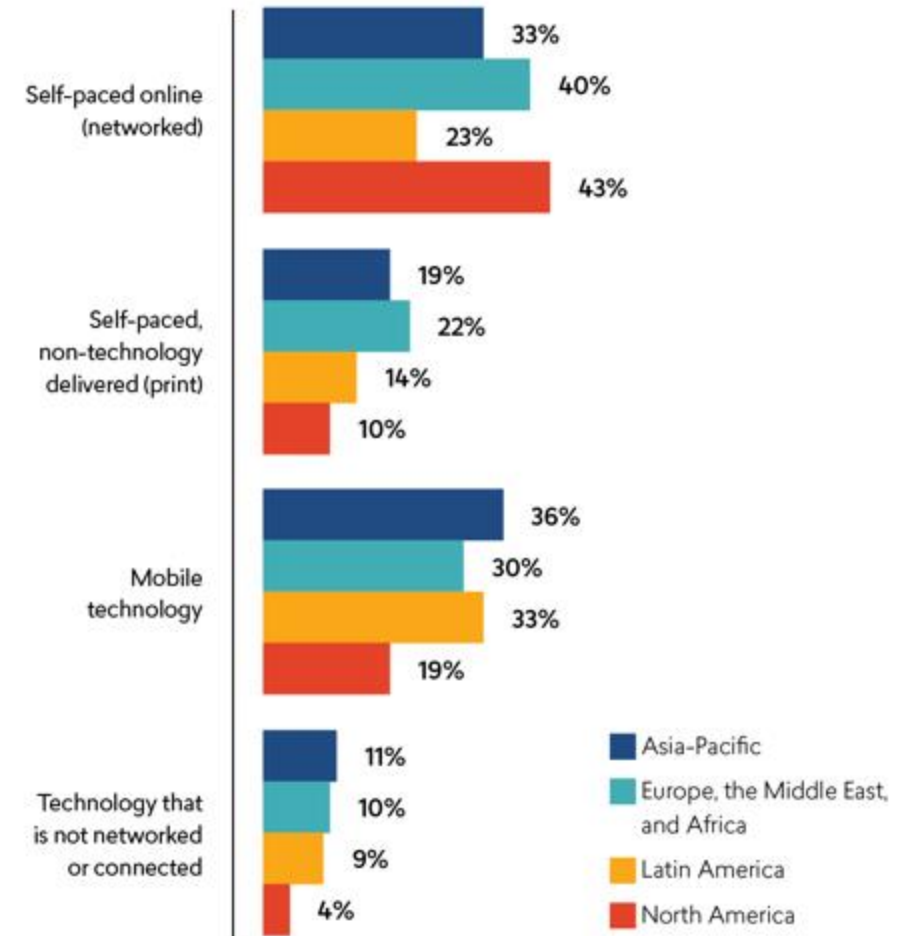
To what extent are the following formal delivery methods used in your organization?



Percent of respondents indicating high or very high extent.

# Use of Self-Paced Delivery Methods

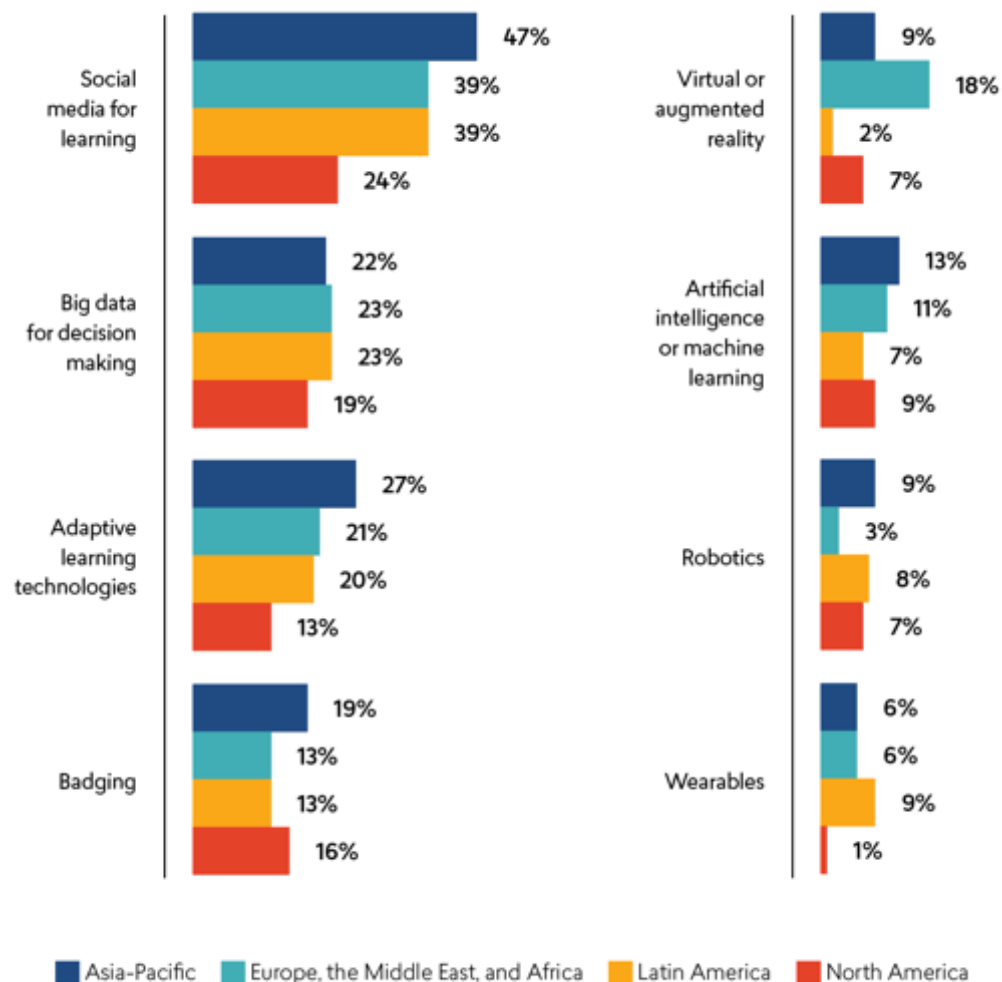
To what extent are the following formal delivery methods used in your organization?



Percent of respondents indicating high or very high extent.

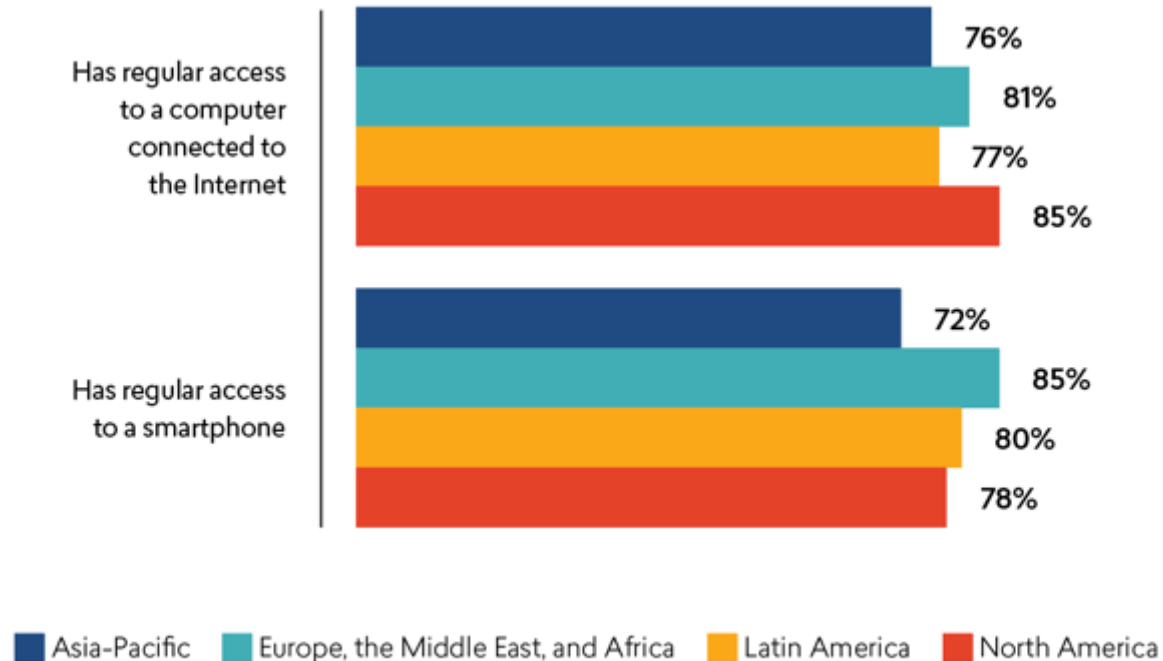
# Learning Technologies

What describes your talent development function's use of the following?



Percent of respondents indicating they use it now.

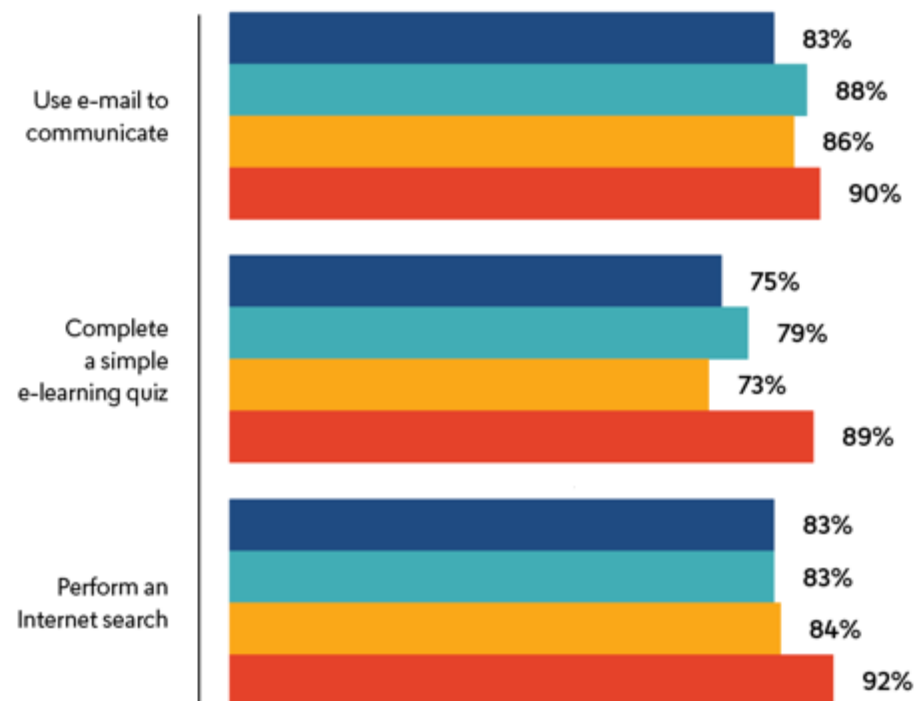
# Average Percentage of the Workforce With Access to Technology During the Workday





# Average Percentage of Workforce Who Can Complete Computer Tasks

In your estimation, what percentage of your workforce knows how to easily complete these basic computer literacy tasks?



# Recommendations

- Use a needs assessment to identify training needs.
- Start small when investing in new technologies.
- Convince leaders to invest in talent development.
- Have a clear understanding of core values and learning objectives.
- Find a balance of in-person and technology-based learning.

# 2019 Global Trends in Talent Development



## 2019 Global Trends in Talent Development

**ctdo** 360  
NEXT