

ASSOCIATION FOR TALENT DEVELOPMENT

Talent Development Executive Confidence Index and Trends

Q4 2019



The TDXCI

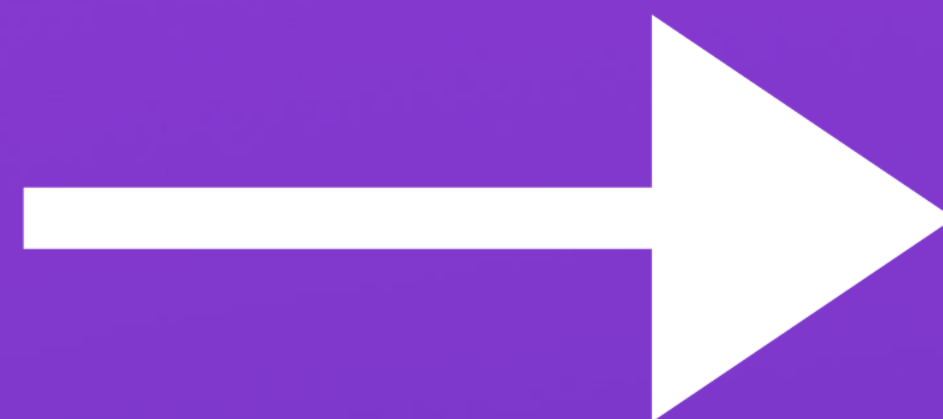
The Talent Development Executive Confidence Index is ATD's quarterly assessment of talent development executives' six-month expectations for the talent development function.

Expectations are measured on a 100-point scale, where a higher score equals more positive expectations.

The TDXCI Score Fell Slightly

58.5

TDXCI Score
Last Quarter

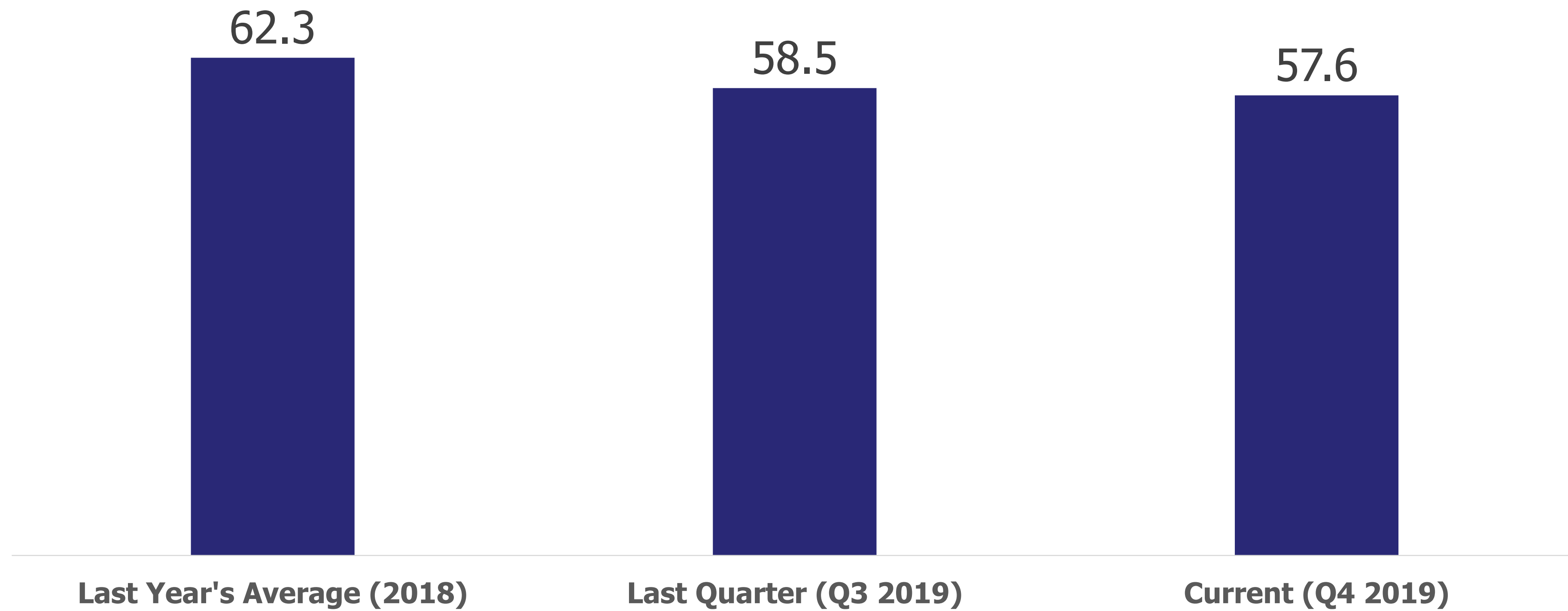


57.6

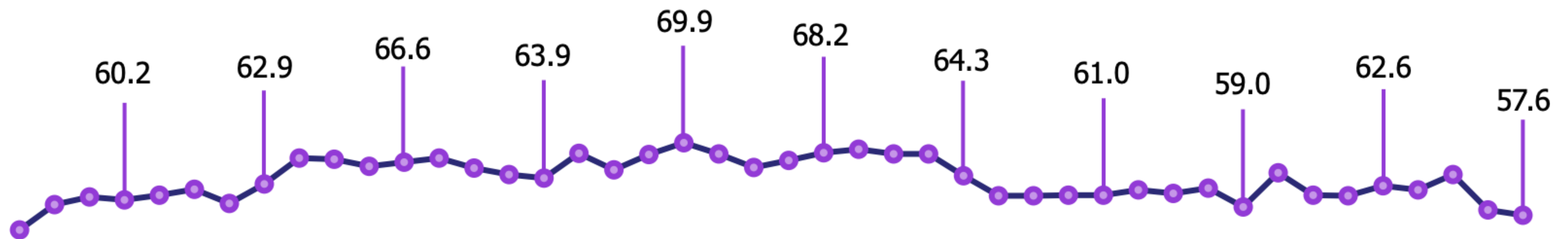
TDXCI Score
This Quarter



The Current Score



The TDXCI Over Time



Historic High: 69.9 (Q4 2013)
Historic Low: 55.1 (Q1 2009)



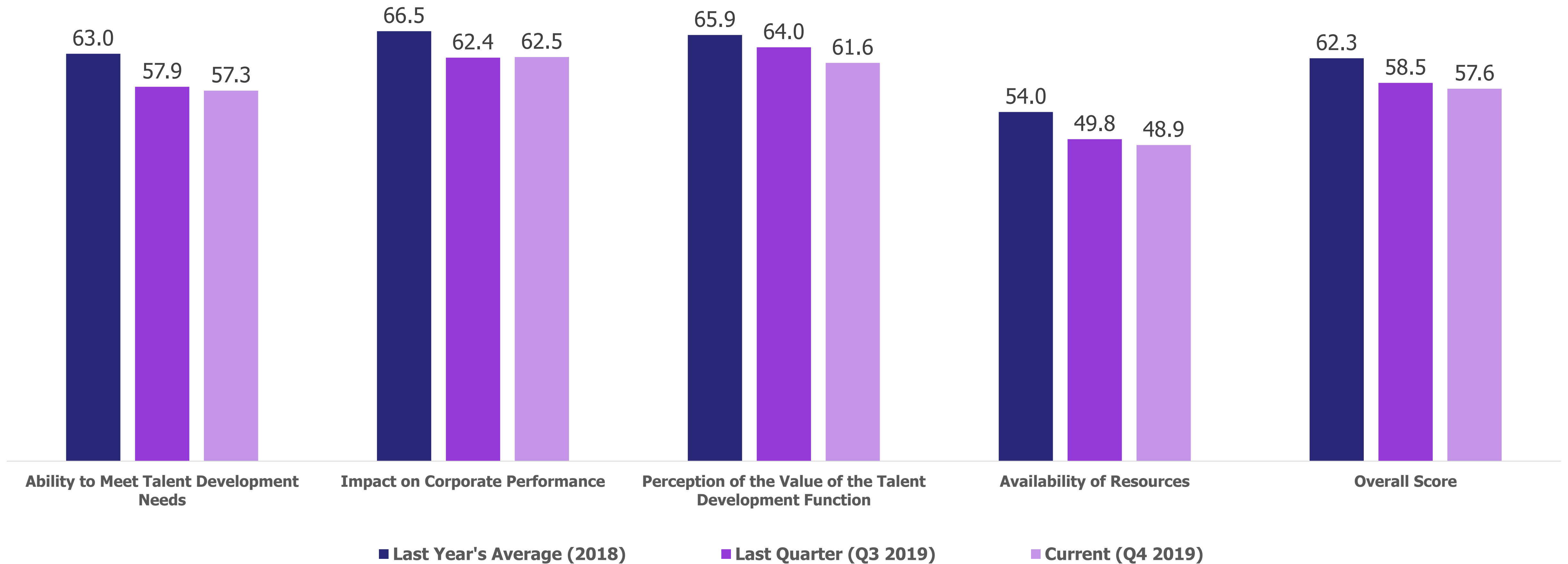
Key Indicators

The TDXCI is based on talent development executives' six-month forecasts for four indicators:

- Their ability to meet talent development needs
- Impact on corporate performance
- Perception of the value of the talent development function
- Availability of resources.



Key Indicators





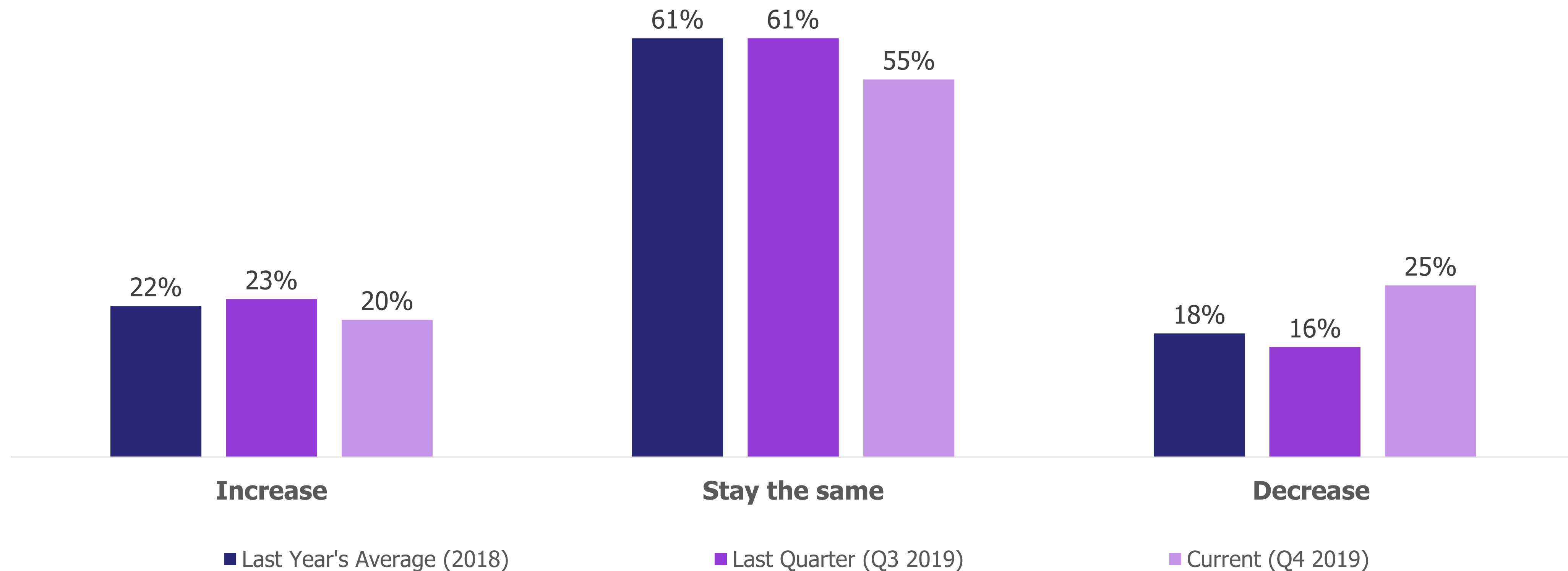
Talent Development Funding



The survey asked executives how their funding for talent development would change over the next six months.

Where is Funding Headed?

During the next six months, do you expect your organization's talent development funding to change?





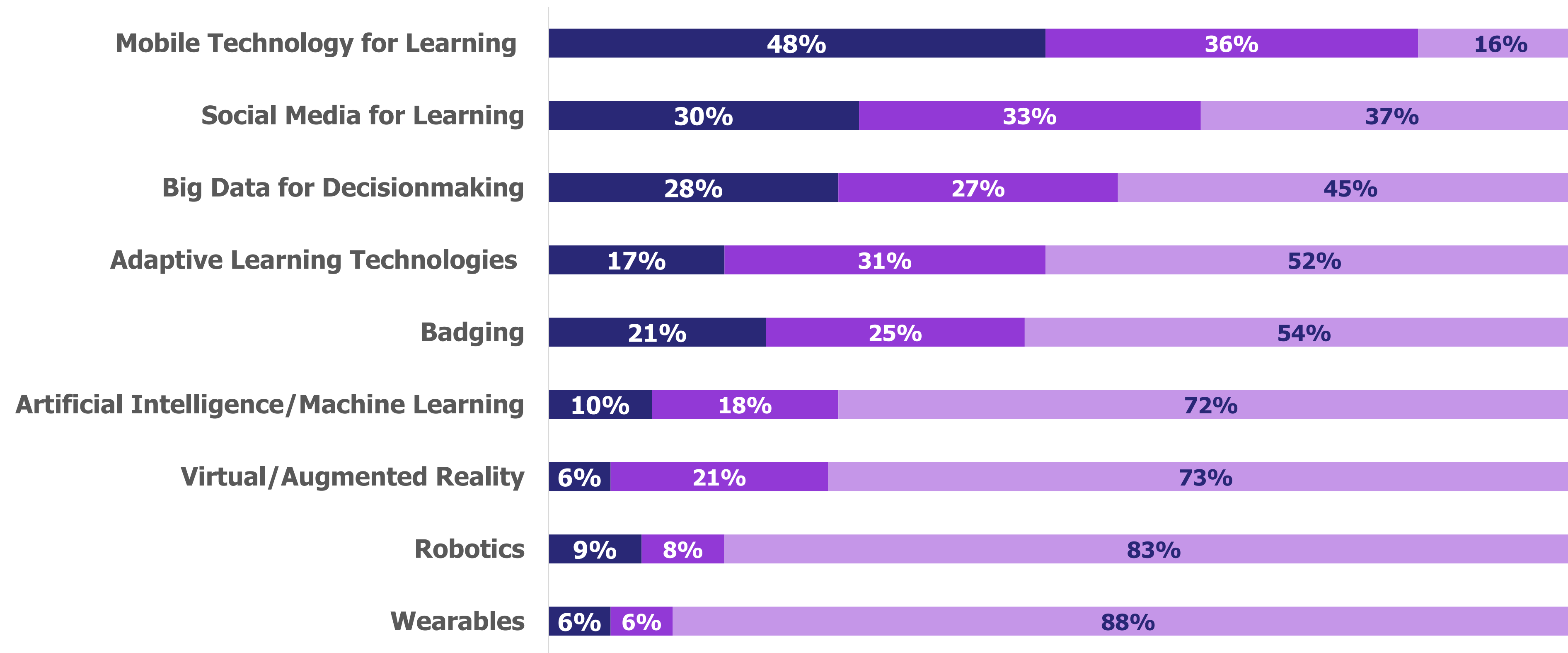
Trending Technologies

The survey asked about the current use of trending technologies as well as future plans (for the next year).



Trending Technologies

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



- We use this now.
- We don't use this now, but we expect to start in the next year.
- We don't use this now, and have no plans to start in the next year.