

The Highest Valued Skills to Improve

We asked Australian organisations what abilities were most important for them to improve over the next twelve months.



A Snapshot of Australian Industry Training and Development in 2022

Developing and retaining staff is the number one driver of sustained organisational success. The extended COVID-19 period, however, has dramatically altered how organisations and their staff can access training and development. AIM has sought to find out how the industry has responded to this in the years since, asking Australian organisations what areas of training they prioritise and how they want to have it delivered to their workers. Here are the results:

Four skills were highlighted as being particularly valuable:

1 **42.2%** of organisations pointed to **Strategic Thinking** as an essential skill for them to develop. The ability to predict and prepare for the future and reliably turn ideas into reality is essential for thriving through disruption.



2 **31.9%** highlighted **Cross-Functional Collaboration** as an area to improve. There is a greater need for building competency in this skill as remote work has maintained, which can further silo functions from one another.



3 **30.4%** stated **Team Building** to be an essential skill for further development. With team members often physically separated from one another, it is necessary to actively enable communication and cooperation.



4 **30.4%** called **Critical Thinking** their priority skill to improve. With the strong relationship between problem solving and critical thinking, this as an important skillset to develop across all areas of their operations.



What Outcomes Organisations are Seeking from Training



These findings all demonstrate that organisations are in the process of responding to a more dynamic and unpredictable environment, that we are in a post-COVID economy that is fundamentally different to what came before.

How Training and Development is Accessed

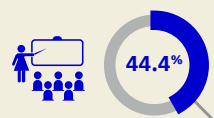
70% of organisations began utilising live virtual classroom training after COVID-19 reduced the availability of other options. Nearly half of those companies said they are **unlikely to return** to other modes of training in the foreseeable future.

To understand how Australian industry intends to train their staff, we asked organisations what their primary and secondary training delivery modes are.



Primary Training Delivery Method

In-person learning led by an instructor



Virtual learning led by an instructor

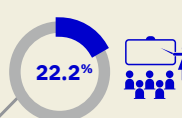


Self-paced online learning



Secondary Training Delivery Method

In-person learning led by an instructor



Virtual learning led by an instructor



Self-paced online learning



Face-to-face learning remains the preferred method of training, due to its ability to **effectively convey practical skills** to participants.

Virtual classroom training has become the overwhelming second choice Australian organisations. This delivery mode offers a number of key advantages, such as offering **greater accessibility** that is not at all location dependent and being **efficient with participant's time**, all without sacrificing the practical **benefits of being led by a facilitator**.

