



Iowa Trends in Talent Development

ATW Training Solutions is pleased to present key findings from the 2020-2021 annual “Iowa Trends in Talent Development” survey. These summary highlights are compiled from 117 respondents in 30 industries in Iowa and represent a look forward to the opportunities and challenges in Talent Development across the state. For a full report, go to the ATW website at www.atwtraining.com.

Key Finding #1: More Employees Working Remotely

- **87.8%** of companies have employees working remotely
- How is talent development provided to remote employees?
 - » **73.6%** attend scheduled webinars led by instructors
 - » **62.1%** connect virtually to classroom sessions
 - » **59.8%** complete e-learning courses
 - » **51.7%** review recorded webinars/courses
 - » **48.3%** are brought in for classroom sessions

Key Finding #2: Challenges in Developing Remote Workers

- Converting classroom materials to virtual delivery
- Using technology effectively
- Convincing leaders about the capability and effectiveness of remote learning



Key Finding #3: Talent Development Budgets Hold Steady

50%

of companies expect their talent development budgets to remain the same

27%

expect budgets to increase

23%

expect budgets to decrease

Key Finding #4: Top Five Talent Development Topics for 2021



Key Finding #5: Plans to Outsource Talent Development Functions

