

Introduction

Our poll gathers information about how employees participate in learning activities at work. We asked employees to indicate the style of activities they used to gain work-related knowledge or skills (e.g. classes, on-line learning, on-the-job training and even new models like PodCasts). We capture the reasons the learning tools/methods were used or not used, and how learners spent the most of their time learning for work. We also ask how satisfied employees are with the tools/methods they use to learn for work and how they feel they could learn better in the future.

This report represents a summary of our findings. It lists each question as it appears on the survey along with corresponding tables/figures that break down our key findings.

We have organized the results into the following categories:

- Respondent Profile
- Learning Tools/Methods Used
- Reason for Learning Tool/Method Usage
- Actual vs. Ideal Time Spent Using Learning Tools/Methods
- Learner Trends
- Learner Satisfaction

As you look through the report you'll to see how your colleagues from other organizations and other parts of the world learn. For questions about this report, our methodology, or to receive a more comprehensive analysis, contact ria@masie.com.

Poll Results Summary For *SITE*

I. Respondent Profile

Below is a demographic profile of the 198 *SITE* respondents as of April 29, 2008

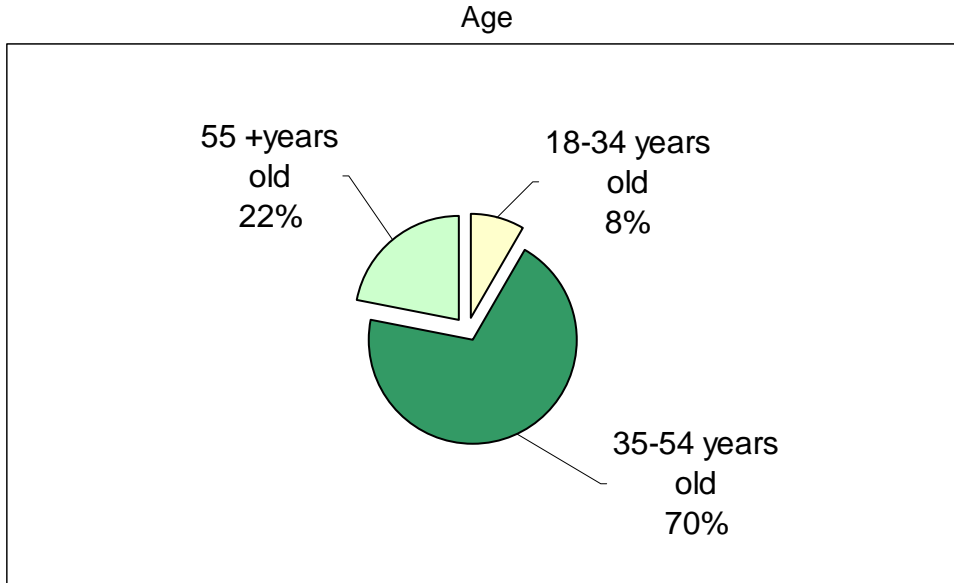


Figure 1 – Distribution of Survey Responses by Age

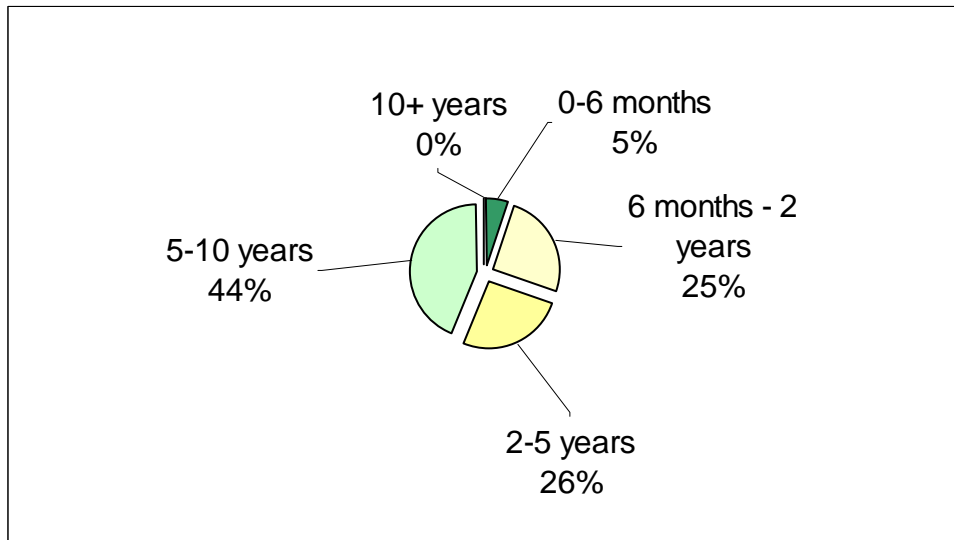


Figure 2 – Distribution of Survey Response by Job Tenure

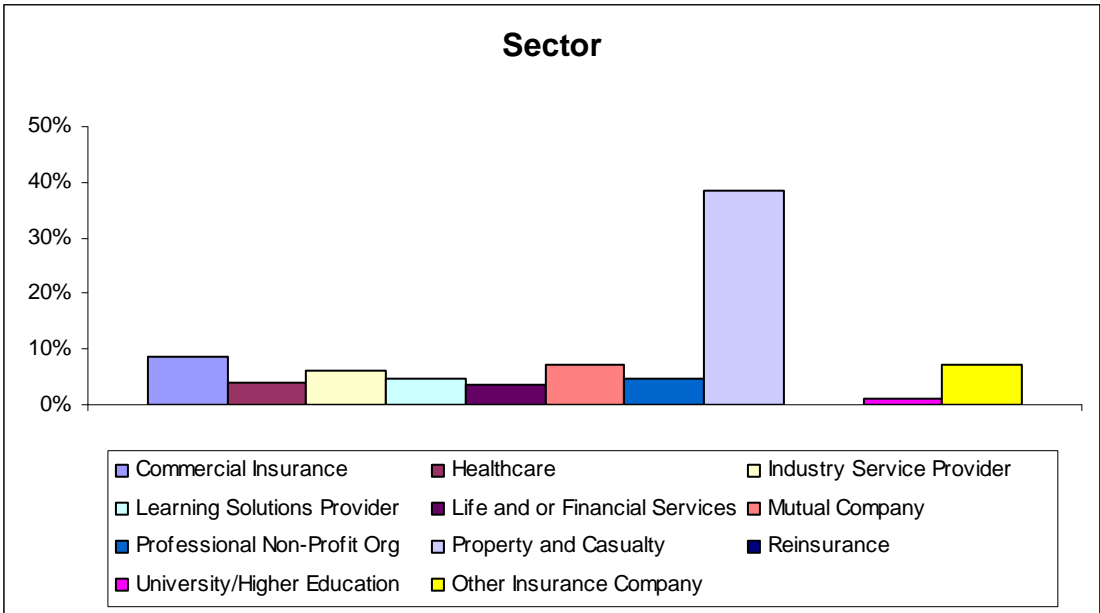


Figure 3 – Distribution of Survey Response by Sector

II. Learning Tools/Methods Used

Figure 4 lists the learning tools/methods we included in our survey and the percentage of our sample that used each in the last six months to support themselves on the job. Below you'll also find a usage breakdown by **Age and Time at Current Job**.

Note that **Reading** (83%), **Searching the Web** (65%), and **Webinar** (58%) were the most commonly used items by our sample. **University Courses** (11%), **Job Rotation/Stretch Assignment** (7%), and **Short Media Segment** (3%) were the least commonly used items in that timeframe.

*In the last six months, how have you **LEARNED** to support yourself on the job? Select all that apply.*

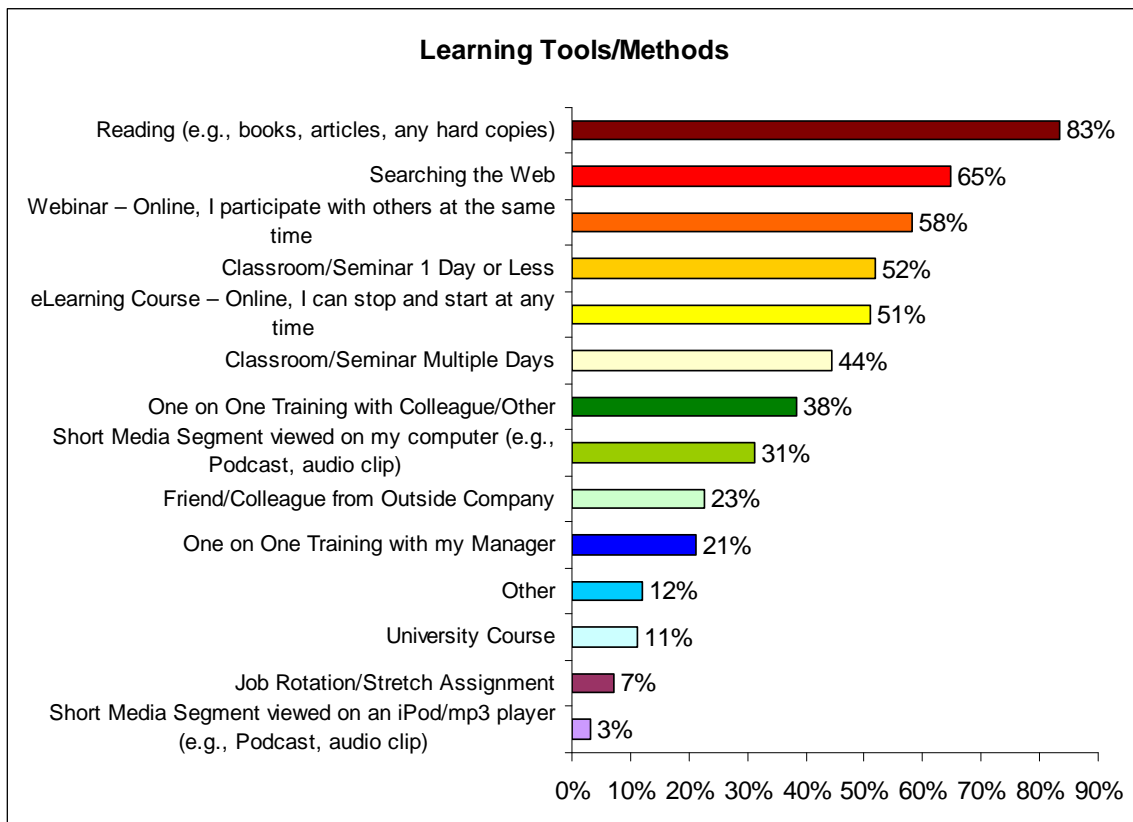


Figure 4 –Learning Tools/Methods Used

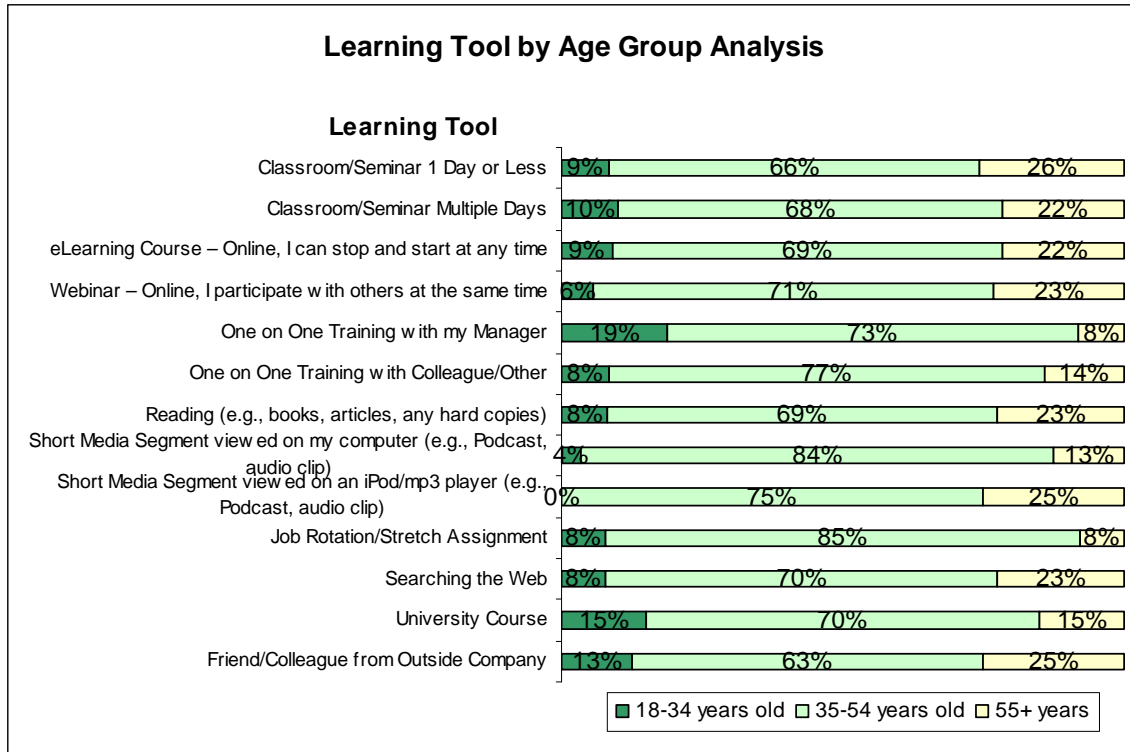


Figure 5 –How Participants Learned by Age Group.

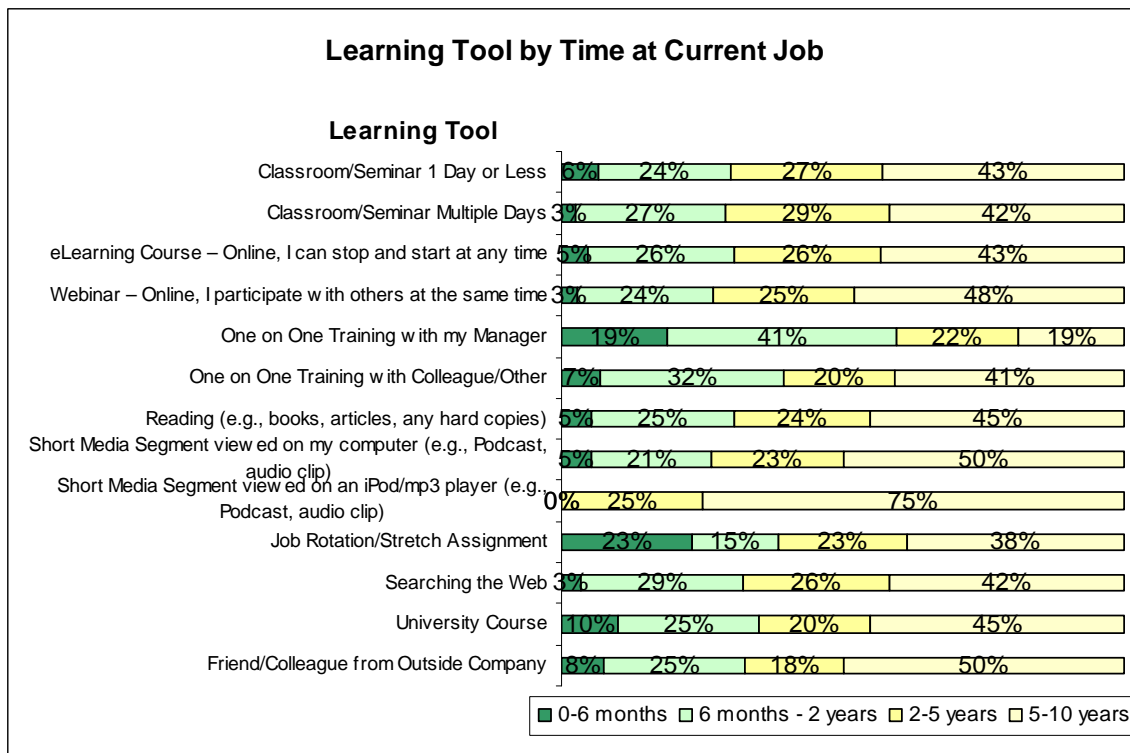


Figure 6 –How Participants Learned by Time at Current Job

III. Reason for Learning Tool/Method Usage

Below is a breakdown of the three most common and three least common learning tools/methods and why they were or were not selected by respondents in the last six months.

These are the ways you indicated that you learned in the last six months. Tell us the main reason you used them.

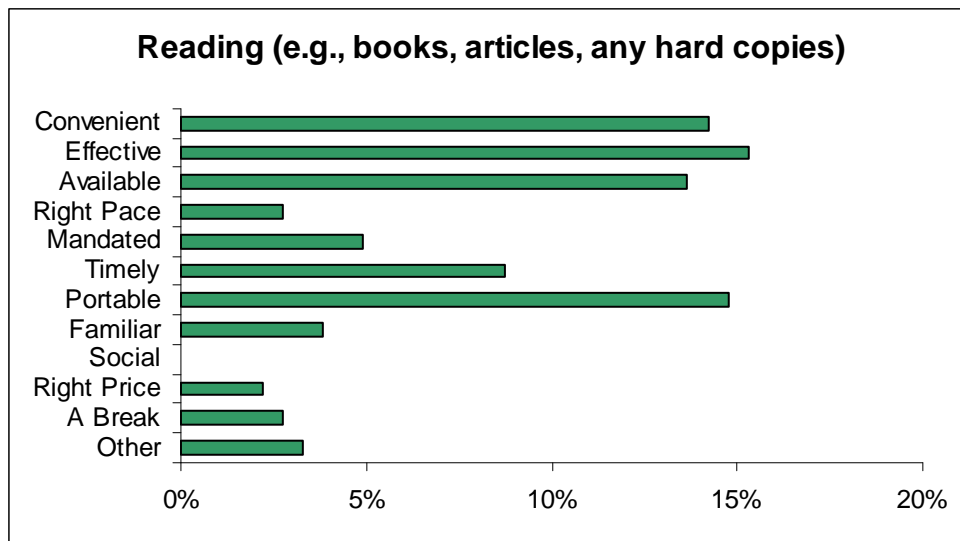


Figure 7 – Reasons Participants Used Reading to Learn for Work

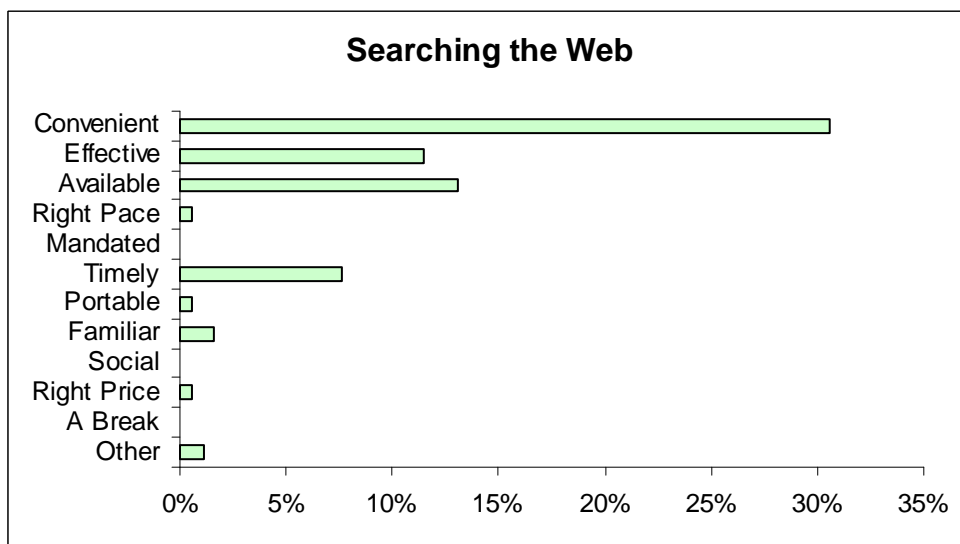


Figure 8 – Reasons Participants Used Searching the Web to Learn for Work

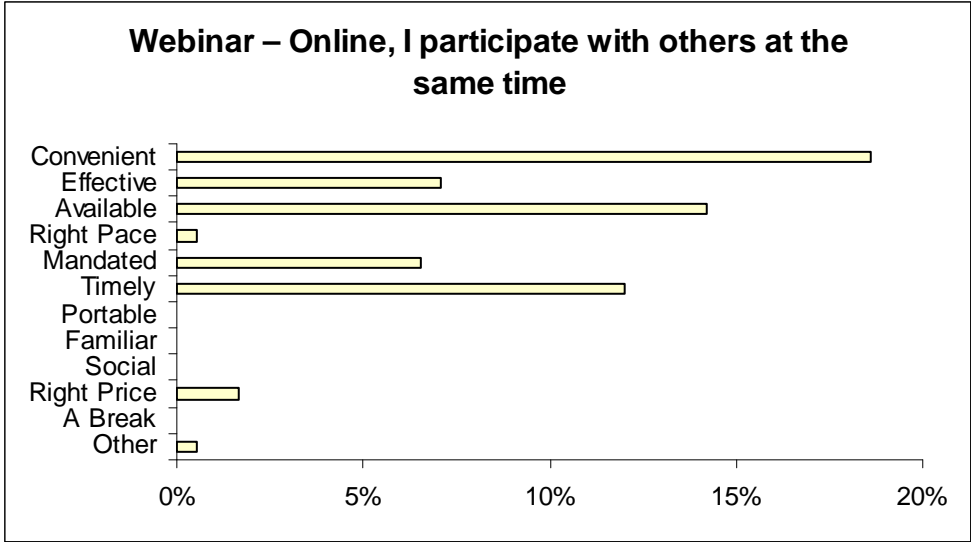


Figure 9 – Reasons Participants Used Webinar to Learn for Work

These are the items you indicated that you DID NOT use in the last six months. Tell us the main reason you DID NOT use them.

Figure 10-12 Method/Tools Not Used

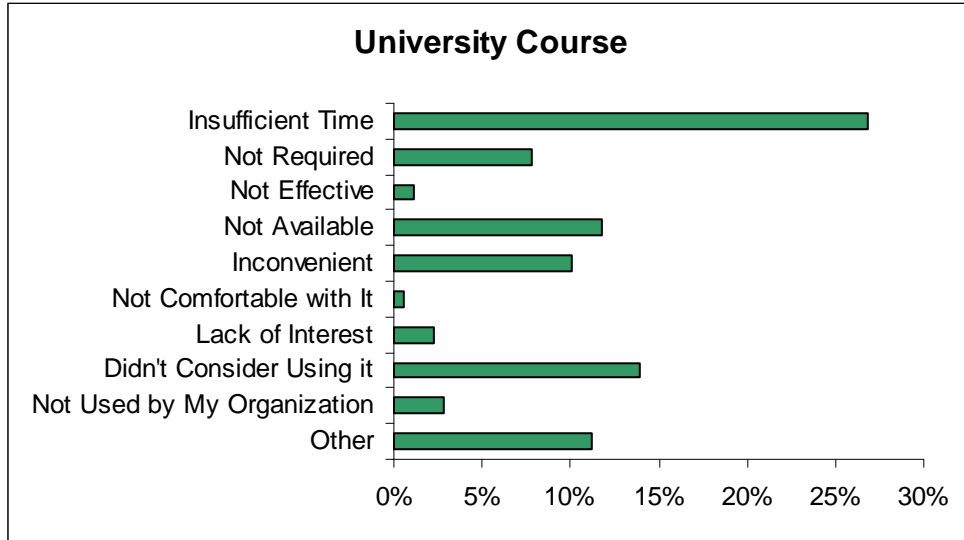


Figure 10 – Reasons Participants Did Not Use a University Course

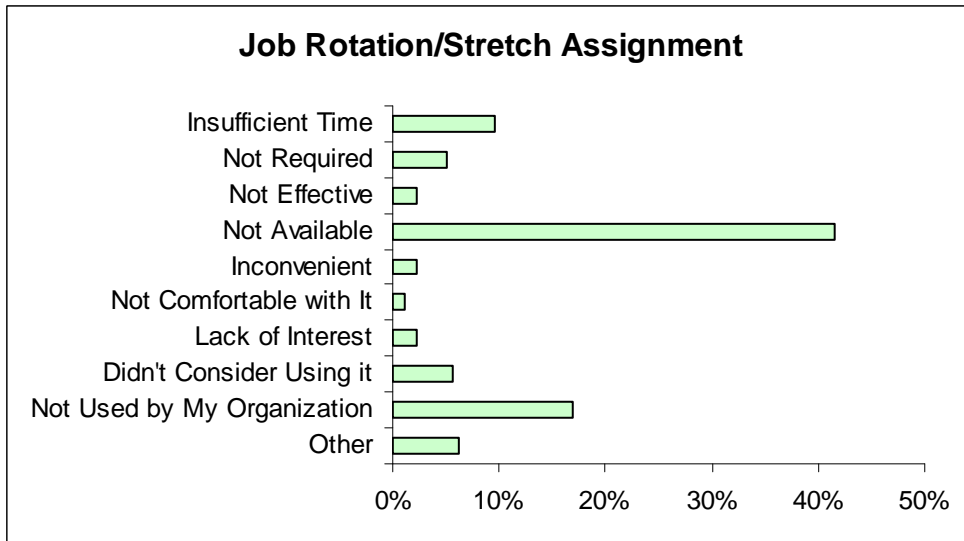


Figure 11 – Reasons Participants Did Not Use Job Rotation/Stretch Assignment

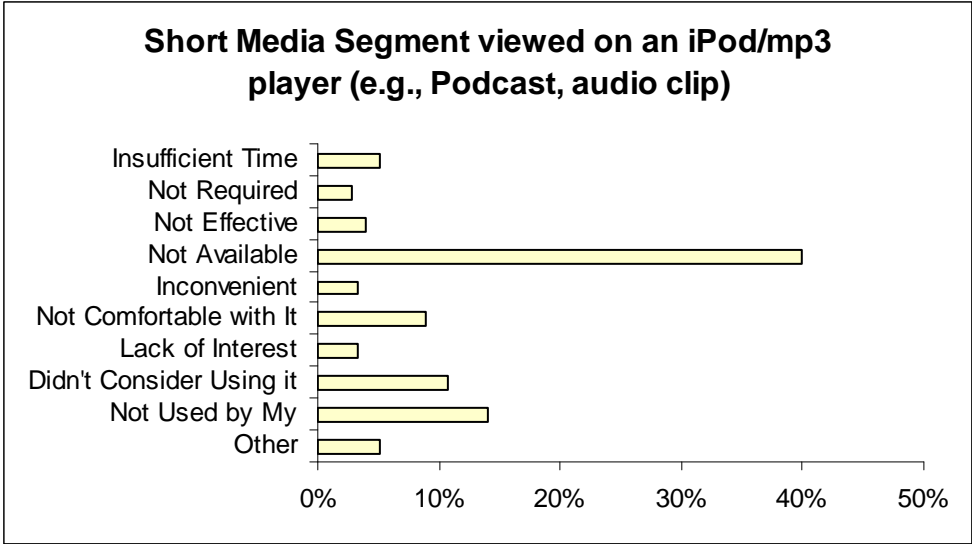


Figure 12 – Reasons Participants Did Not Use a Short Media Segment on aniPod/mp3 player to Learn for Work

IV. Actual and Ideal Time Spent Using Learning Tools/Methods

Actual

Participants ranked their top three learning tools/methods according to how much time they ACTUALLY spent using them to learn for work in the last six months. Items were ranked from most time spent (Rank 1) to least time spent (Rank 3).

Figure 13 shows how often employees assigned an item as Rank 1, Rank 2, or Rank 3.

How did you spend the most of your time learning for your job in the last six months? Indicate the top 3 ways, ranking them from the most time spent to least time spent.

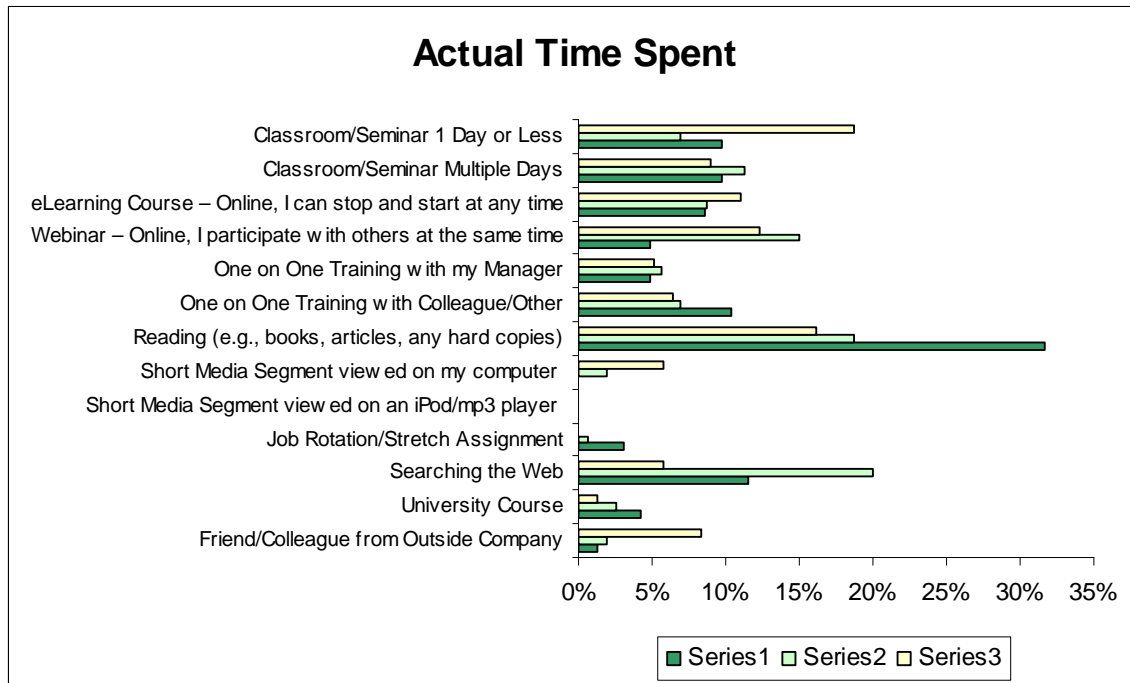


Figure 13 – Top 3 Ways Spent Learning for Job

Ideal

Participants indicated their top three learning tools/methods according to how much time they would IDEALLY want to spend using them to learn for work. Items were ranked from most time ideally spent (Rank 1) to least time ideally spent (Rank 3).

Figure 14 captures how often employees assigned an item as Rank 1, Rank 2, or Rank 3.

How would you ideally want to spend your time learning for your job? Indicate the top 3 ways, ranking them from the most time spent to least time spent.

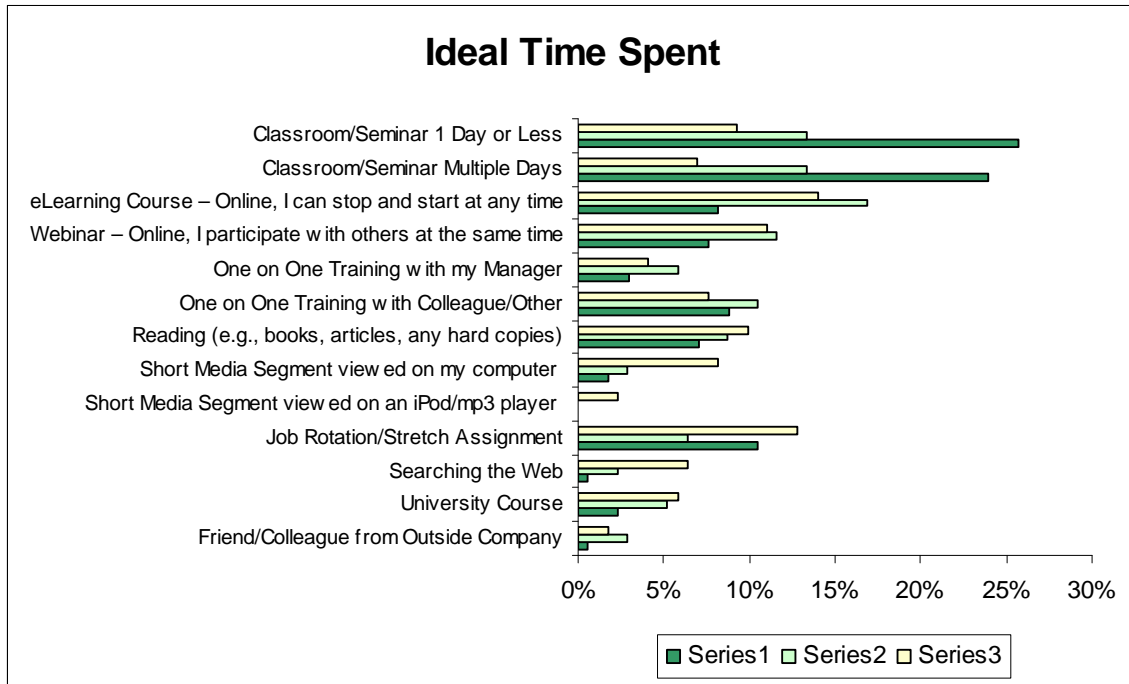


Figure 14 –Top 3 IDEAL Ways to Learn for Job

Figure 15 compares how employees ACTUALLY spend their time with how they would IDEALLY want to spend their time learning for work.

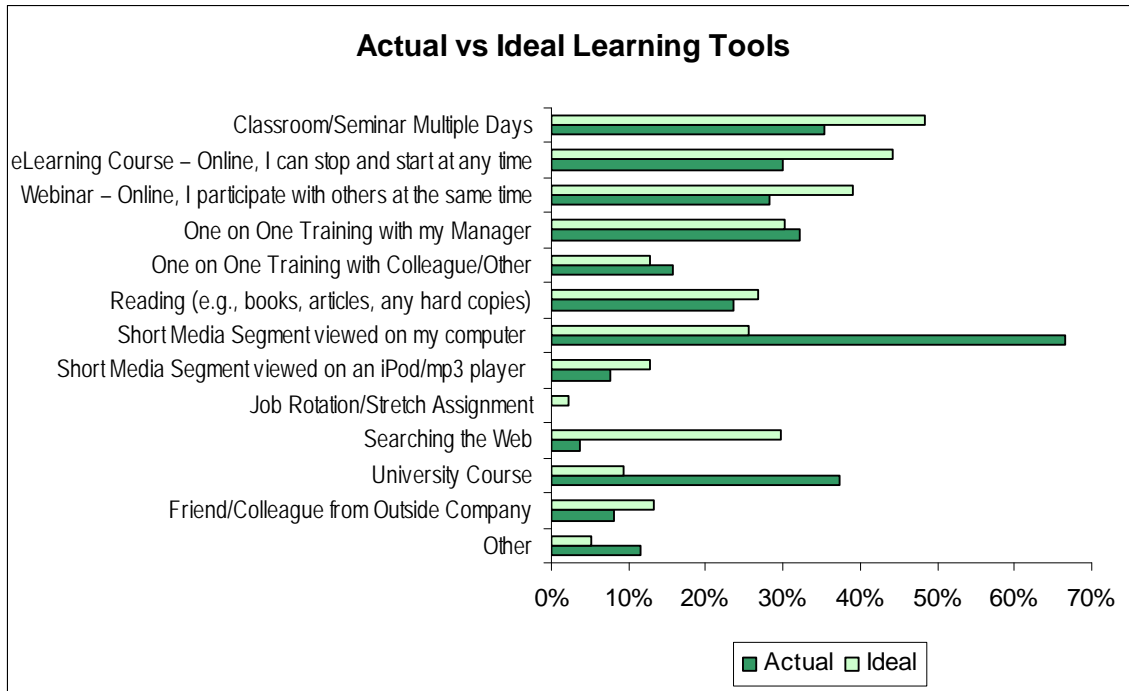


Figure 15 –Actual vs. Ideal Ways to Learn for Job

V. Learner Trends

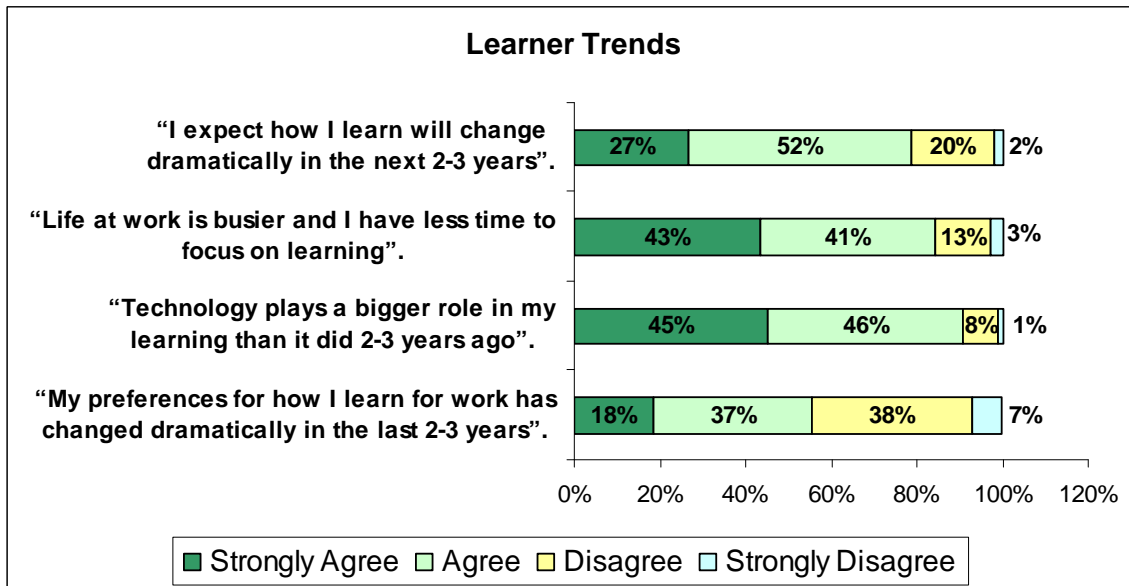


Figure 16 – Learner Trends

VI. Learner Satisfaction

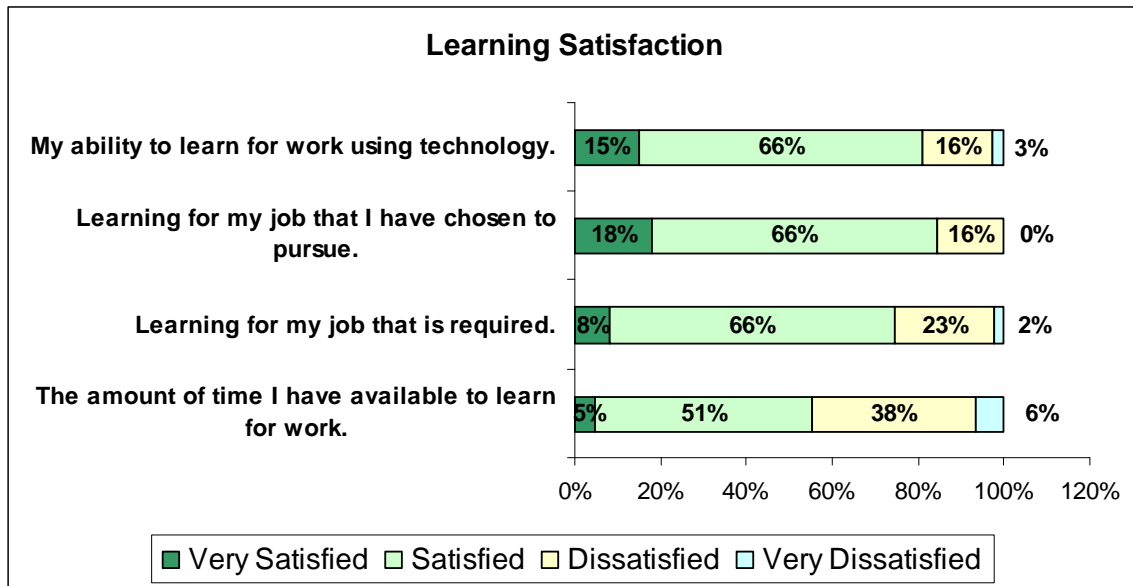


Figure 17 –Learner Satisfaction