

Testing the Modern Reality of

# 70-20-10

## How are your employees learning?

You are likely well aware of your company's suite of formal learning and development offerings, in addition to other informal activities and opportunities available to employees... But does this mixture of learning sources fit your company's needs?

The updated on-the-job, social, formal (OSF) learning blend reflects an increased role of social and formal learning. The overall blend is closer to what might be called a 55-25-20 model.

**56%**  
On-the-job

**Employees**

**25%**  
Social

**31%**  
Social

**41%**  
On-the-job

**Executives**

The shift is even more pronounced when examining training for executives.

**28%**  
Formal

**19%**  
Formal

Use insights from [this report](#), based on data from nearly 1,500 working professionals, to adjust your focus and efforts to accomplish training objectives, based on:



training effectiveness



amount and quality of teamwork



employee demographics



Source: 2018 Training Industry, Inc.