

The Truth Behind the **LEARNER** ENGAGEMENT GAP

Derived from capturing L&D perspectives through rigorous surveys and thorough analysis, Training Industry research offers data-backed insights and best practices for corporate training professionals.

How well is training really reaching the learners at your organization?

Many organizations take for granted that employees are receptive to the training they're offered. After all, when asked whether training works, they often say that it does.

In a Training Industry survey of over **1,200 learners** across a variety of organizations, **roughly 65%** said the training they receive is effective.

But do learners muddle "effective" training and "engaging" training together in their minds?

In short, no.

Let's explore what **1,200 learners** report about their level of engagement with corporate training.

67%

of learners multitask during training, doing things like checking email or doing other work

56%

of learners say they rarely feel mentally engaged during training

71%

of learners agree that training feels more like a check-the-box activity rather than an opportunity for development

63%

of learners say that aspects of delivery, such as long videos or information-dense slides, make it hard to stay focused during training

54%

of learners say they've run into technical problems during training that make it frustrating to engage with

Together, these insights reveal an unfortunate truth:

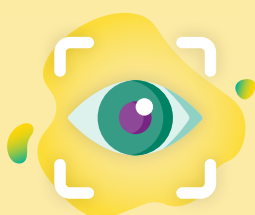
Learners may say training is effective, but many are not fully attentive or motivated during these learning experiences.

However, this gap isn't caused by a lack of effort from learners. Instead, it stems from how training is structured and presented. This disconnect indicates that traditional approaches aren't meeting modern learners' needs.

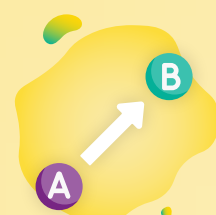
Our findings show that learners want training that:



**Respects
their time**



**Keeps
their attention**



**Is easy to
access and navigate**

Engagement isn't a mystery. It's the natural outcome of intentional, learner-centered design and training that's focused on employee development rather than organizational directives.

You might offer "effective" training for your employees, but is it engaging enough?