

Transfer of Learning

Training Component	Skills Attained	Transfer to job
Theory	10-20%	5-10%
+		
Demonstration	30-35%	5-10%
+		
Practice	60-70%	5-10%
+		
Feedback	70-80%	10-20%
+		
Coaching (on the job)	80-90%	80-90%

Despite the proven benefits, 90-95% of companies don't follow through by coaching GD&T skills on the job

Adapted from JHPIEGO Strategy Paper #2, pg 6

From "Six Strategies to Inspire Performance Improvement From Training"

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