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Confidence Index: Learning Executives Reveal Some Optimism

Results for first Quarter 2009 show some stabilization in expectations but securing resources remains a challenge.

(Alexandria, VA) April 27, 2009 - The confidence of learning executives is beginning to stabilize according to the latest measurement by the American Society for Training & Development (ASTD). The Learning Executive Confidence Index (LXCI) for the first quarter of 2009 reveals a bit of optimism among learning executives despite the economic turbulence that marked the first three months of the year. The current LXCI surveyed 289 learning executives about their expectations in four areas: impact on corporate performance; ability to meet learning needs; status as a key strategic component; and availability of resources. It is modeled on the CEO Confidence Indices reported by *Chief Executive Magazine* and The Conference Board.

Current LXCI indices show confidence stabilizing in 2009 compared to the drops that marked the end of 2008. Learning executives indicated a minor gain in confidence in the areas of ability to meet learning needs and impact on corporate performance. However, there was a drop in confidence related to the ability to secure resources for the learning function. When the four different measures are combined, the overall LXCI for first quarter 2009 was 55.2, compared with 55.4 for fourth quarter 2008. The LXCI is measured on a 100-point scale. The 0.2 change shows overall confidence essentially stable over the two quarters and indicates learning executives expect their learning functions to remain the same or marginally improve over the next six months.

The highlights of the LXCI for first quarter 2009 include:

- The *Impact on Corporate Performance* index reversed previous downward trends.
- Two indices, *Ability to Meet Learning Needs* and *Status as a Key Strategic Component*, stabilized
- The *Availability of Resources* index fell 2.8 points and most learning executives forecasted decreases in their learning expenditures over the next six months, as well as a decline in use of external services to aid the learning function.
- The majority, 58.1 percent, reported that their industry performance will remain the same or improve over the next six months.
- Travel restrictions and a greater shift to e-learning and virtual delivery are also anticipated by the majority of learning executives (69.6% and 55.8% respectively).

ASTD's Learning Executive Confidence Index was launched in August 2008 and is designed to assess the outlooks and expectations of learning executives for the next six months.

To find out more about the LXCI, go to <http://www.astd.org/content/research/LXCI.htm>.
To schedule an interview with ASTD call 703-683-8192.

About ASTD

ASTD (American Society for Training & Development) is the world's largest association dedicated to workplace learning and performance professionals. ASTD's members come from more than 100 countries and connect locally in more than 130 U.S. chapters and with more than 30 international partners. Members work in thousands of organizations of all sizes, in government, as independent consultants, and suppliers.

ASTD started in 1943. In recent years, ASTD has widened the profession's focus to link learning and performance to individual and organizational results, and is a sought-after voice on critical public policy issues. For more information, visit www.astd.org.

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