

Course: Business English

Level 3

Day №12

UNIT 6 Human resources

6.3 Training and skills improvement



**What training can you do through the Web?
Do you think this is a good way to learn?**

Corporate trainers promote online learning

Corporate America spent \$57 billion in 2000 on training for employees. Always looking for ways to cut costs and ways to improve staff performance more quickly, employers have been turning to a “blended learning approach”, where employees improve their skills and knowledge by supplementing classroom training with online instruction.

The terminology is shifting away from “training” towards “learning” and many corporate training executives now call themselves chief learning officers to reflect the changes in the methods. The number of organizations with onsite “universities” to instruct staff has increased steadily – from 400 in 1990 to 1,500 in 1997 to 2,200 in 2002. The portion of education delivered by technology in 2001 was 18%. This figure is predicted to rise to 43% by 2005.

The new blended learning usually involves employees turning to the Web first – “Read these chapters and answer the questions” – so that afterwards they can spend less time in the classroom but get more out of it. The blended schooling incorporates printed text and classroom-based training with online content simulations and mentoring. Courses range from technology and executive leadership to learning how to run an office better, reduce conflict, and manage change.

A recent study of 128 employees at varied organizational levels in a wide range of industries found blended learning produced a 159% improvement in employee performance compared to the exclusive use of either classroom or online instruction. Instead of sending employees off for a couple of weeks to the University of Michigan, Harvard, or MIT, companies are now requesting in-house programs customized to their company and industry. In 2001, a major US car manufacturer reported 75,000 online enrollments for its 1,500 courses.

Why do you think electronic corporate training is proving so popular?

Make suggestions about training needs and give reasons.

A new report has just been released by the Ministry of Education. Researchers conducted an investigation into how many of last year's university graduates found jobs or went on to graduate school. The report breaks down the results according to the subject studied in college. The results show that most popular subjects are the ones least likely to guarantee employment. There were 870 graduates in medicine industry and dentistry last year, and 100% of them found employment or continued their studies. On the other hand, there were more than 5,000 engineering graduates and only 52% managed to find a job or continue studying. The Ministry report suggest that universities need to re-evaluate the number of places offered for each subject, and increase or decrease these numbers according to current and future demand by employers. In a separate poll carried out among employers recently, it was shown that language and computer skills were often more of an advantage to a graduate seeking a job than his or her specialized subject knowledge. The survey suggests that students should try to take extra courses in English and computers to increase their employment opportunities.

***In your country :***

- 1. What are the most popular subjects for undergraduate study?***
- 2. Are the trends changing each year ?***
- 3. What courses do students take in order to get a job ?***

UNIT 6 Human resources

6.4 Career development



What training opportunities do you have?
What training do you need and want?

1

I've received a lot of on-the-job training, so I don't think I really need more. I can perform my duties fairly well. What I'd really like is to receive computer training. I'd like to take courses to learn about different application. I think this could help me improve, and make the work a lot easier. I'd also like to continue my English studies. My speaking is OK now, but I need help with formal writing.

2

My English language course has just finished and I don't think I need any more training for a while. I'd like to concentrate on something else. What I've wanted to do for a long time is study part-time for an MBA at the local university. This would be very time-consuming so it would be the only thing I'd want to work on for the next couple of years.

However, I do feel that we could have more cooperation within the company. If we had the opportunity to get together to share ideas and problems, we could all benefit. I'd like to try that.



Check the kind of training they want. Why do they want the training?

English language training

☐☐

Graduate school

☐☐

Computer training

☐☐

On-the-job training with supervisor

☐☐

Sharing ideas with colleagues

☐☐

Complete the sentences below. Use 'I want to' and an appropriate verb from the box. Some verbs can be used more than once.

- 1.....more job security
- 2.....a promotion
- 3.....to another section
- 4.....my ability
- 5.....a raise
- 6.....a greater variety of tasks
- 7.....my confidence
- 8.....my career
- 9.....more knowledge



Which of these sentences are true about you?

develop get move have increase do

Rank the following training needs 1-6 according to their importance to you:
(1 = most important, 6= least important).

- ☐ English language training
- ☐ Graduate school
- ☐ Computer training
- ☐ On-the-job training with supervisor
- ☐ Sharing ideas with colleagues
- ☐ Other ideas.....



1. Why do you want the training?
2. How can these be achieved?

***Thank you for
today!***

***I'm looking forward to
seeing you again!***