Enterprise L&D leaders are surprised by better outcomes from digital learning solutions, but challenges remain. NovoEd asked 150 enterprise learning leaders how remote work impacted their training programs. Here’s what they had to say.

**Learning Leaders Say Remote Work Improved Quality, Outcomes, & Accessibility of Training**

- **95%** surprised at how remote work improved training programs
- **79%** online training produced better outcomes than in-person
- **54%** quality of learning has improved during remote work
- **88%** moving to digital from traditional in-person delivery opens up learning opportunities to more employees
- **80%** expect most corporate training to remain hybrid

**Collaborative Learning Is Important But Can Be Challenging Online**

- **95%** of L&D leaders say that collaboration between employees is a priority during training
- **83%** believe collaborative learning online leads to better team performance
- **62%** say that collaboration is more difficult when training is online only

**Top 10 Challenges for Online Learning**

1. **Zoom Fatigue**
2. **Technical Problems**
3. **Lack of Physical Connection**
4. **Harder to Network**
5. **Competes with Work/Distractions**
6. **Limited Opportunity for Peer Collaboration**
7. **Limited Opportunity to Practice Skills**
8. **No Travel or Food Perks**
9. **Limited Mentoring**
10. **More Formal**

**About the Research**

This data is a preview of findings from NovoEd’s forthcoming analysis of the impact of remote work on corporate learning. NovoEd commissioned an independent research firm to survey 150 learning and development leaders from enterprises with over $1bn in revenues and explore the impact of remote work on learning. The margin of error for this study is +/-7.9% at the 95% confidence level. Respondents were screened and sampled in partnership with Lucid, a global leader in survey sampling.