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20/04/2023



# Agenda

- Key results – FA survey 2022
- Cases & groupe discussions
- Conclusions

# FA Survey

2017-2018

Strategic pillars for Febelfin Academy  
2.290 respondents

2020-2021

Impact Covid-19 on learning  
2.925 respondents

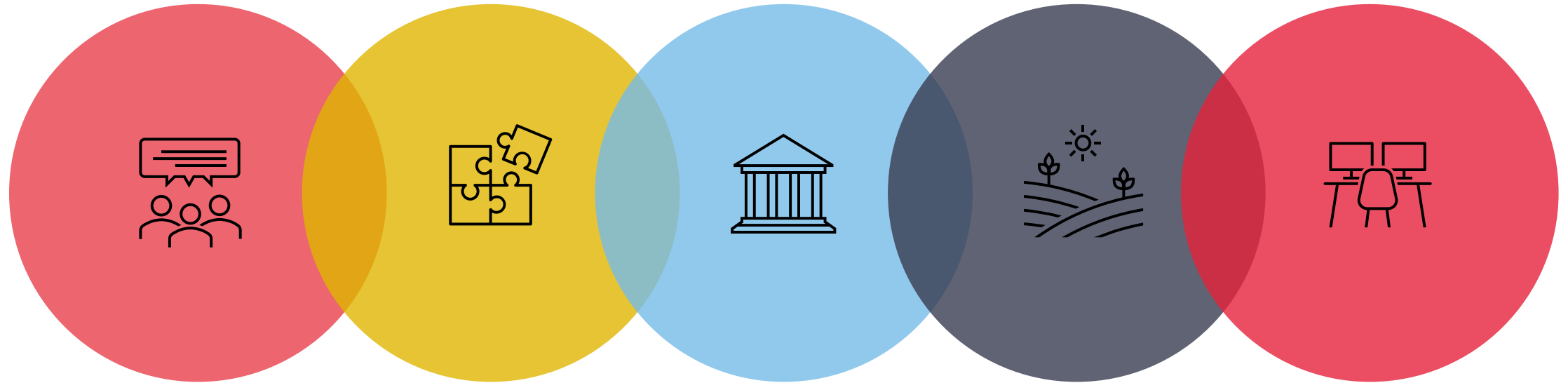
2022

Forces of change and impact on learning  
1.490 respondents

**AMC** Antwerp  
Management  
School

**sdworx**

# Forces of change



Customer needs  
& preferences

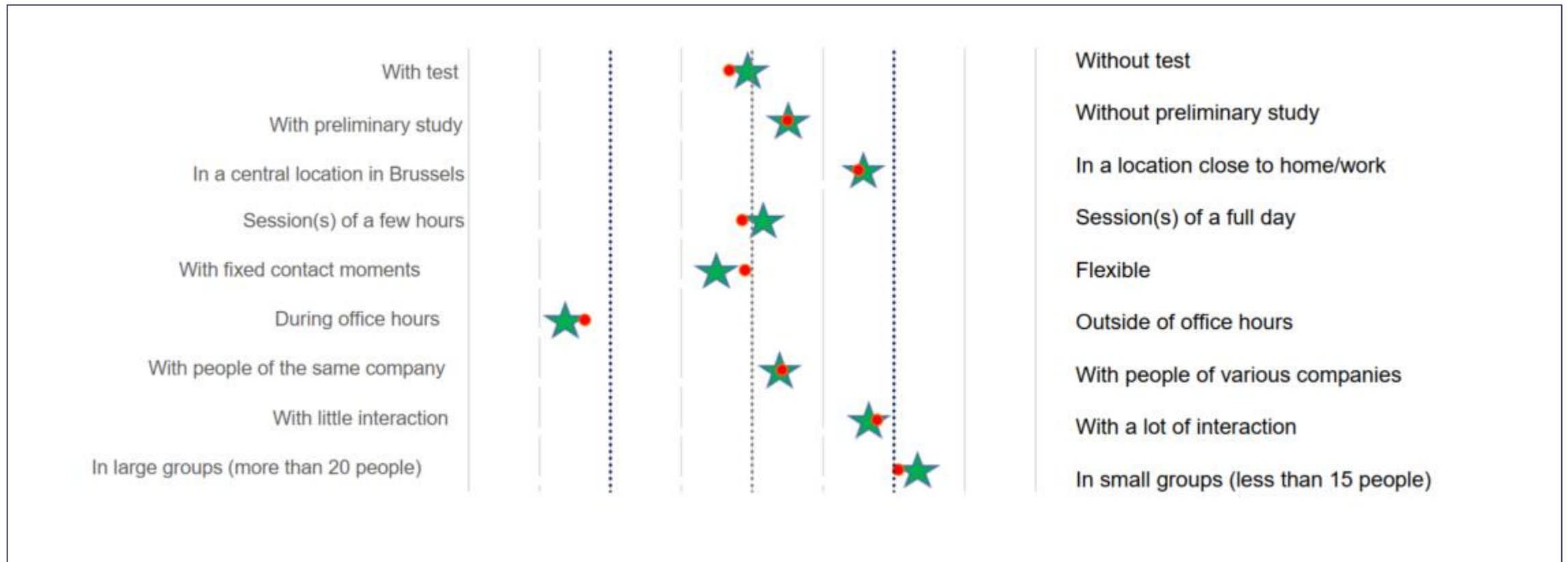
Innovation

Regulation

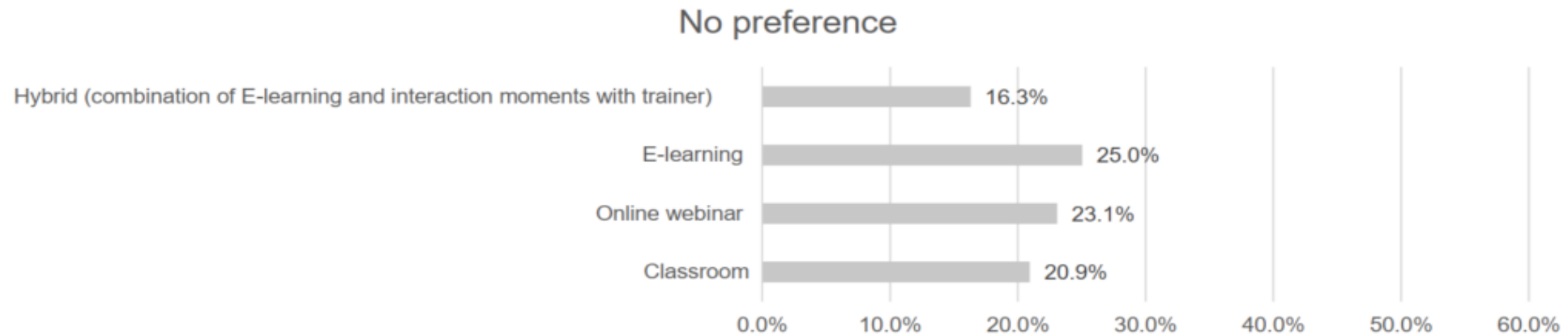
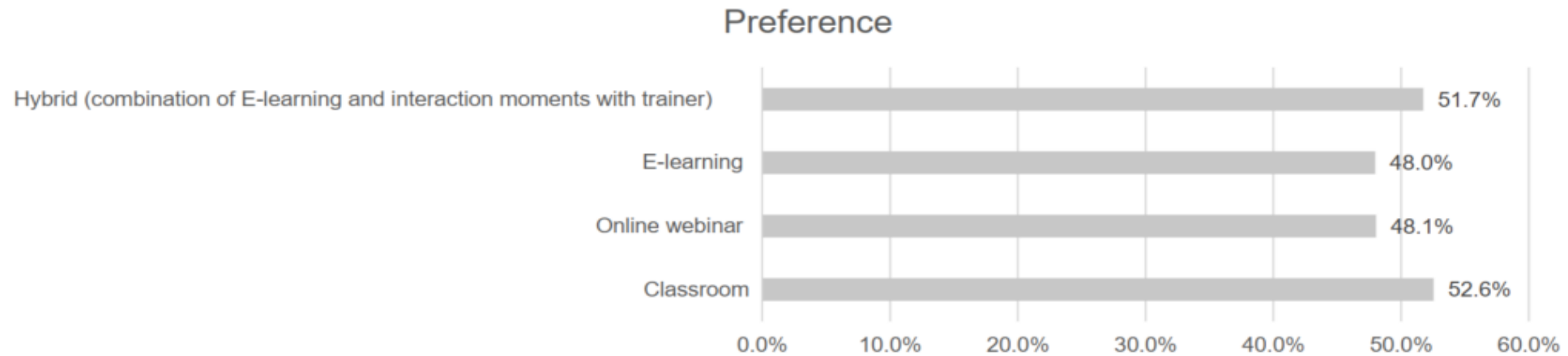
Transition to  
green economy

Hybrid working

# Learning preferences comparison: 2020/2021 versus 2022

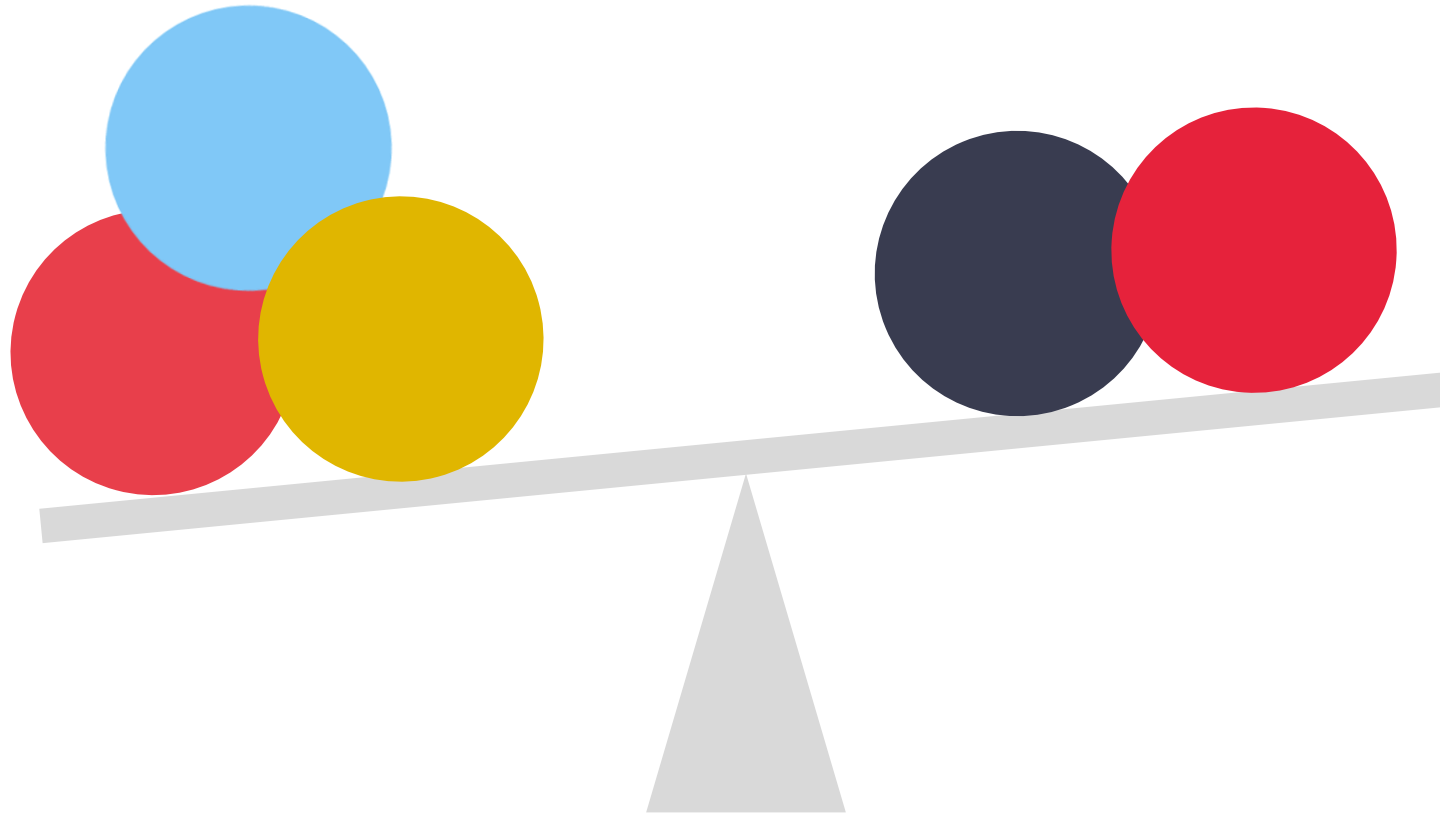


# Learning preferences: Classical versus online



# Learning is individual

*How do we work out a successful learning path?*



# Learning motivation



I (totally) agree

The extent to which I have to undertake compulsory CPD demotivates me from further voluntary training

56.6%

I am convinced that the benefits of learning generally outweigh the effort I have to put into it

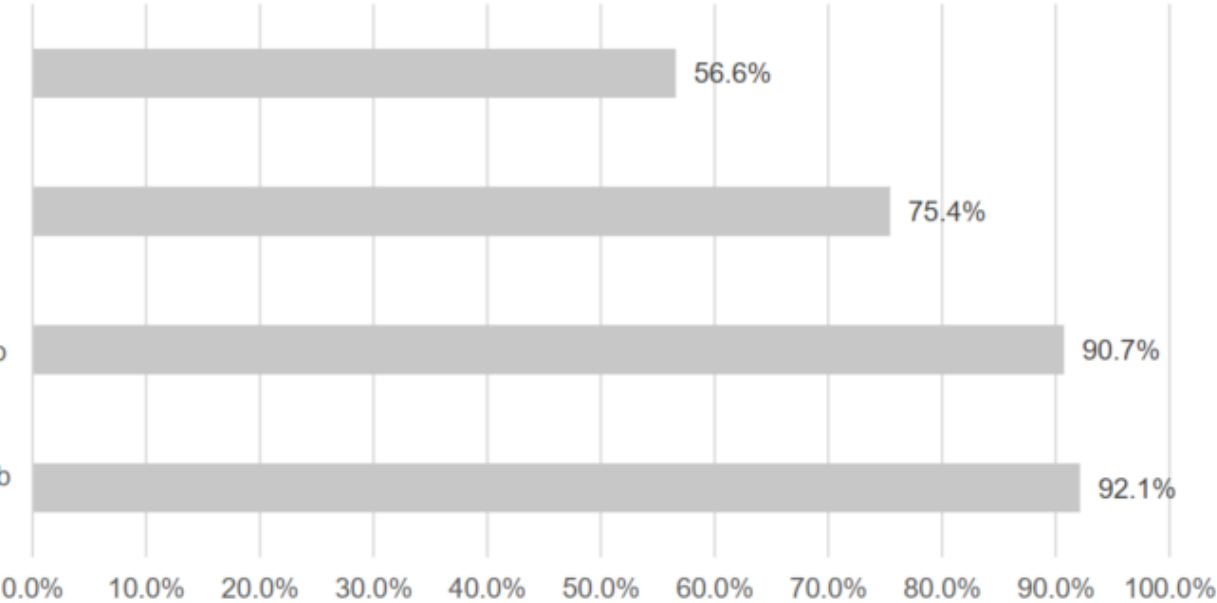
75.4%

I am able to update the knowledge and skills necessary for my job

90.7%

I am convinced that I can develop the skills that are important to further grow in my job

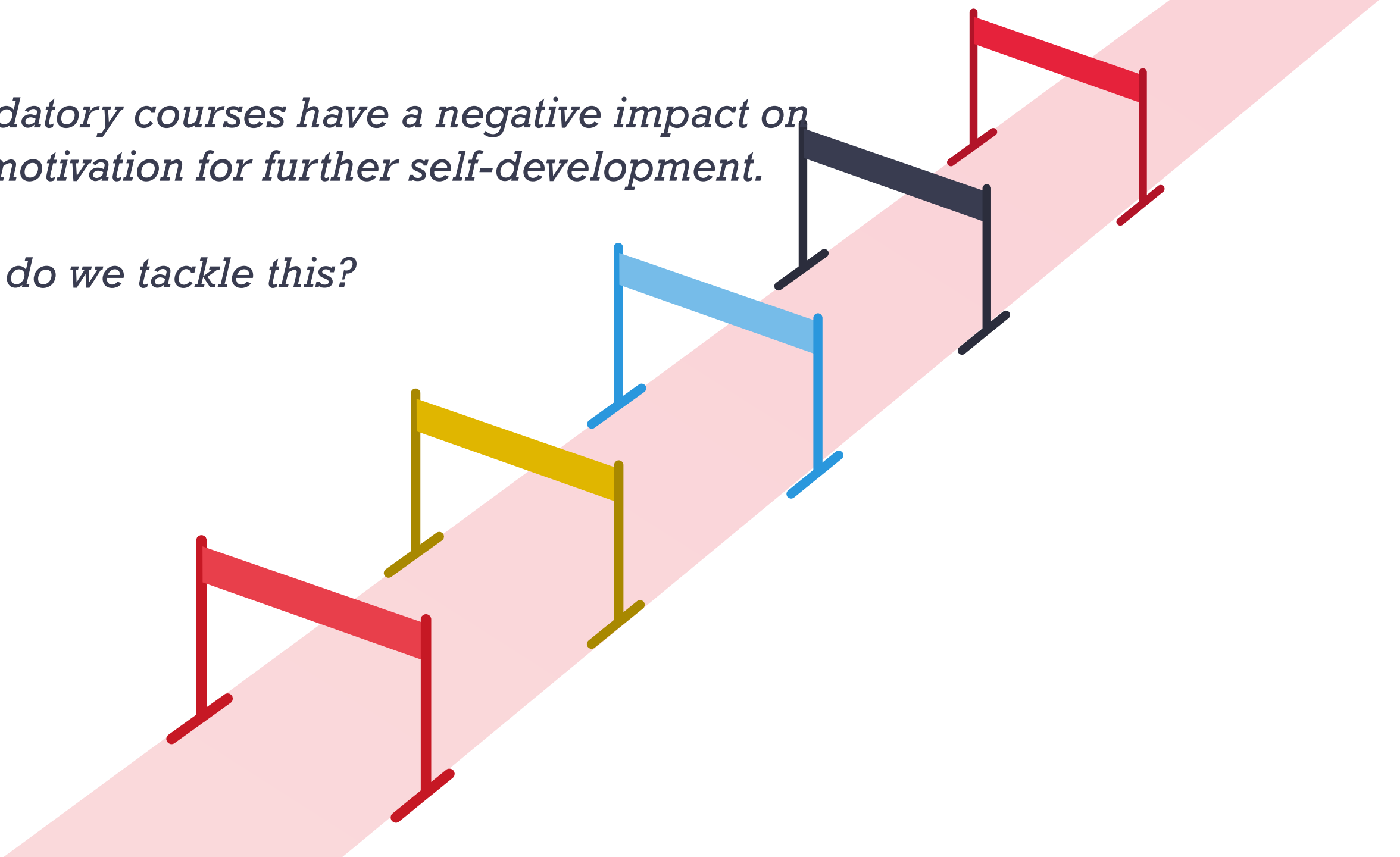
92.1%



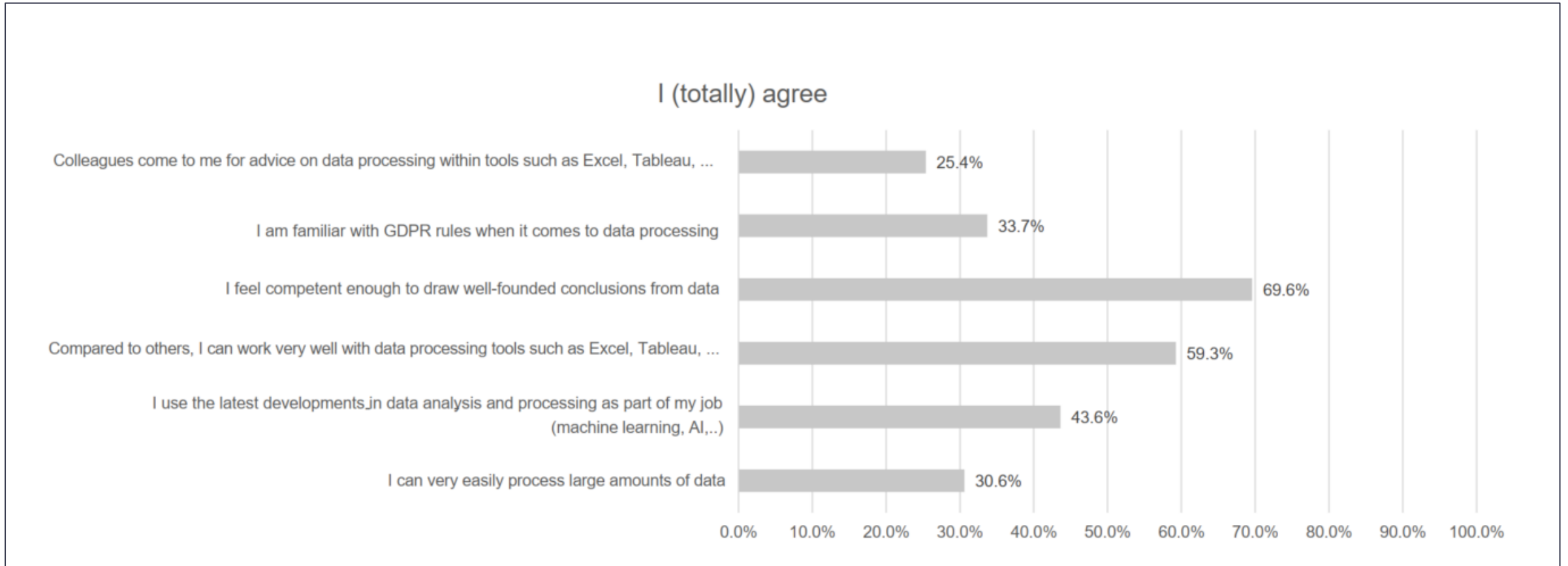


*Mandatory courses have a negative impact on the motivation for further self-development.*

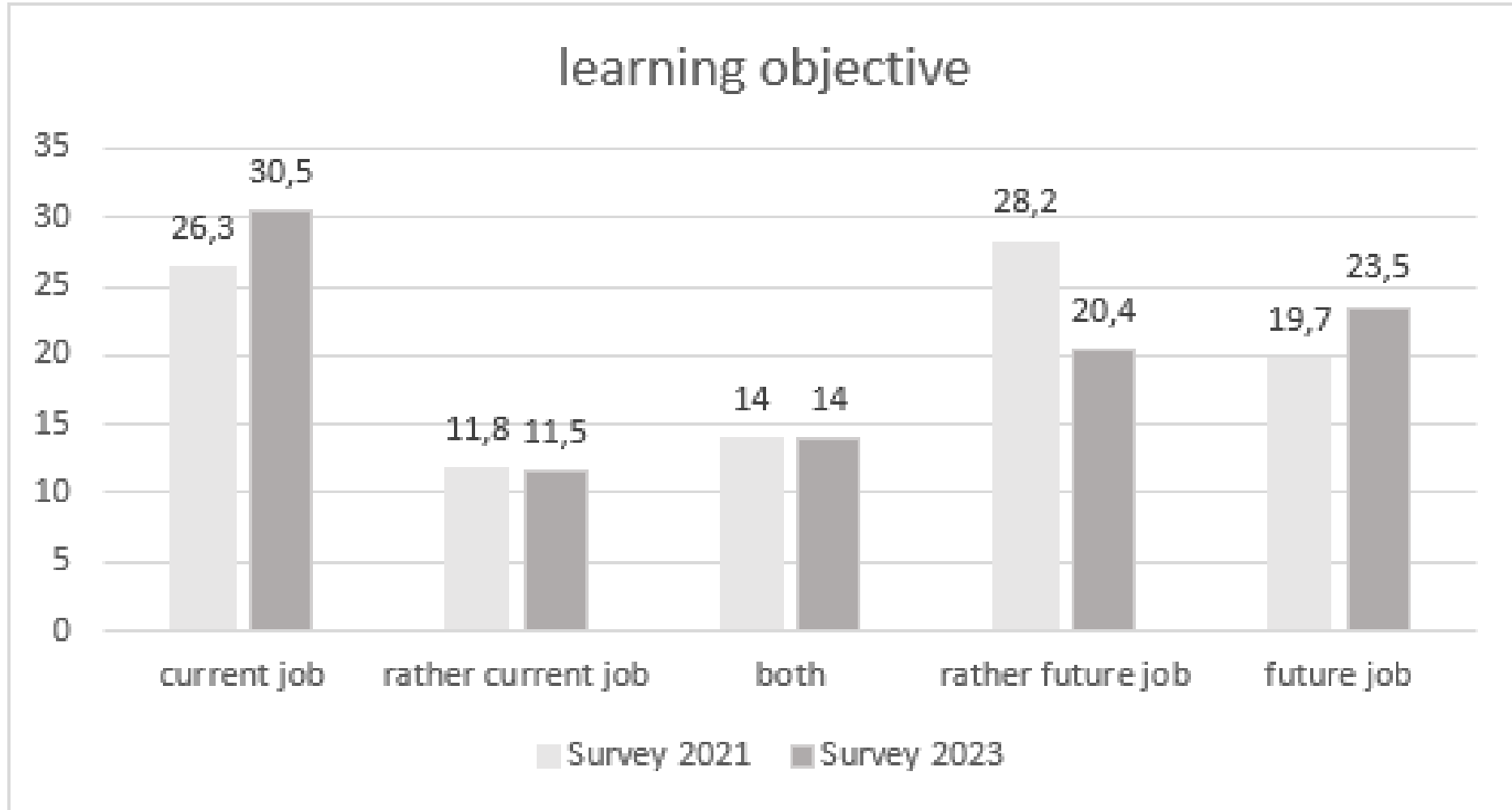
*How do we tackle this?*

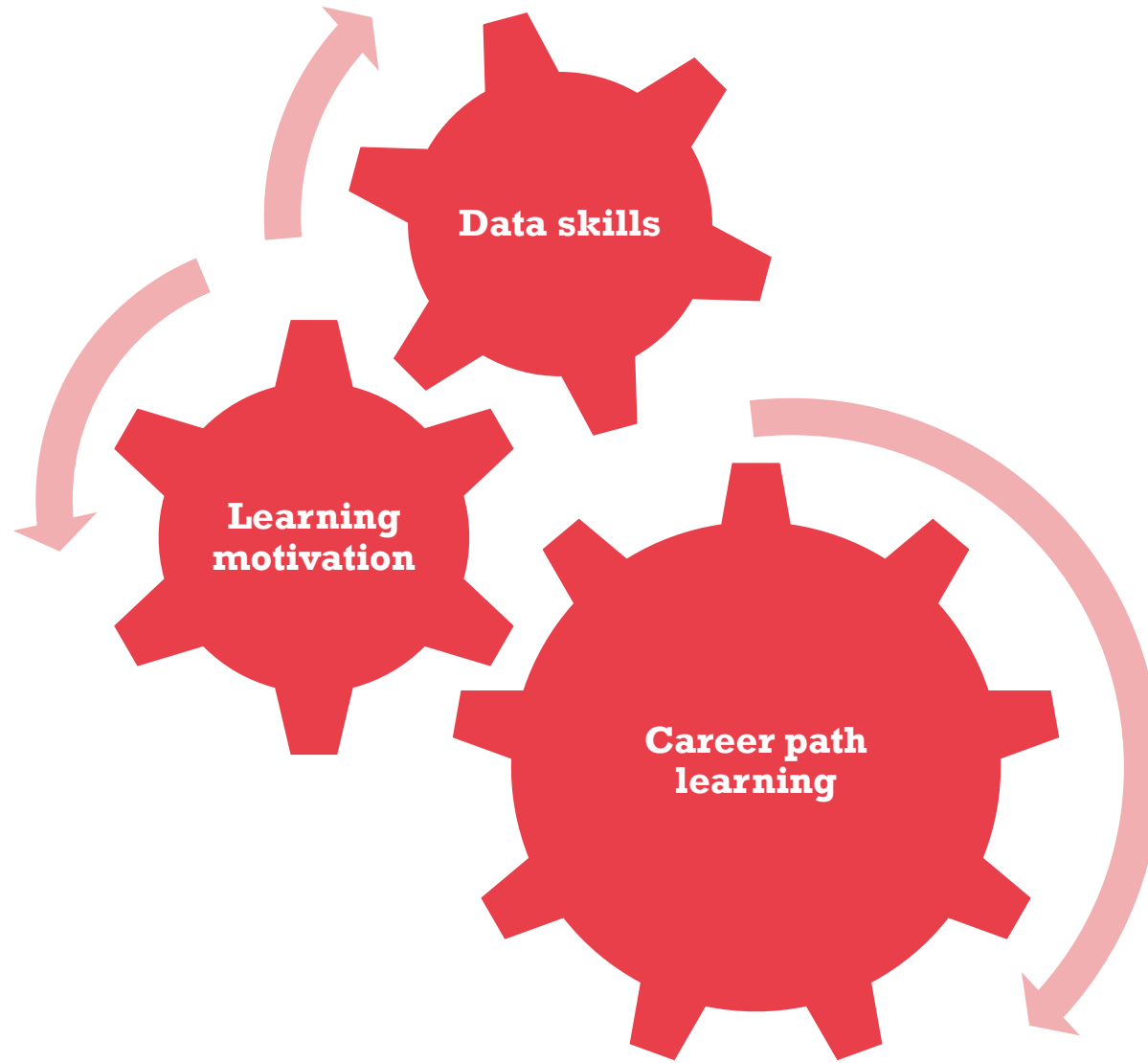


# Digital skills



# Current or future career?





# Cases



- Learning is individual. How do we work out a successful learning path?
- Mandatory courses have a negative impact on learning motivation. How can we tackle this?
- There is a correlation between the level of data skills, the learning motivation and career path learning. How do we address this?



# Conclusions



febelfin  
academy

Thank you!

[www.febelfin-academy.be](http://www.febelfin-academy.be)