



ICBA
Education

Ignite your Learning Journey

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Let's Hit the "INFO" button-

- Today's Learner
- Learning Quiz!
- Tips to Optimize your Bank's Learning Culture
- ICBA and BCBA Educational Collaboration



Today's Modern Learner

All Backgrounds
All Geographies
All Ages

Wants to feel
empowered and
heard

Desires On-demand
Convenience

Wants more than
Compliance Training

Values education that
is flexible,
personalized, and
aligned with their
career aspirations

Appreciates
Professional
Designations

Visual & Interactive
Content

Looks for
Collaborative
Opportunities

Is tech-savvy

Question #1

True or False.

ROBUST LEARNING
OPPORTUNITIES
BENEFIT BOTH THE
EMPLOYEE AND THE
EMPLOYER.

True. Learning Matters.



Learning

- DRIVES EMPLOYEE ENGAGEMENT & SATISFACTION
- PRODUCES BETTER TEAM PERFORMANCE
- INCREASES PRODUCTIVITY
- IMPROVES INNOVATION & CREATIVITY
- SUPPORTS DIVERSITY & INCLUSION
- LEADS TO LOWER ABSENTEEISM & ATTRITION RATES

IN FACT,



93% of employees are willing to stay with a company if it invests in their careers

41% of employees who left their jobs between 4/2021-4/2022 stated the lack of career development and advancement as the number 1 reason

According to Gallup, the cost of replacing an employee can range from **one-half to two times** the employee's annual salary.

Question #2

True or False.

COMPANIES THAT PROVIDE
COMPREHENSIVE
TRAINING PROGRAMS
GENERATE A _____
PROFIT MARGIN.

- a. 10%
- b. 17%
- c. 24%
- d. 33%



True.

Increased Productivity & Profit Margin Ensure

- Companies that offer comprehensive training programs and 218% higher income per employee than companies without formalized training.
- These companies enjoy a 24% higher profit margin.

Question #3

True or False.

IF I TRAIN MY
EMPLOYEES, THEY
WILL LEAVE THE
BANK.



94% of employees say they would stay at a company longer if it invested in their learning and development.

Source: LinkedIn Learning
Workplace Report 2019

Question #4

True or False.

A HUMAN HAS A
SMALLER ATTENTION
SPAN THAN THAT OF A
GOLDFISH.

False

But Length of Training Continues to Adjust



How we consume information is influencing our learning preferences

- Free time, what's that?
Options need to be flexible
- Get to the point, please -
microlearning should be a tool in
your toolbox.
- But...learners will engage at greater
lengths if it's relevant to their job
function.

Question #5

MANAGERS RECOMMEND
TRAINING TO THEIR
EMPLOYEES TO:

- a. GET BETTER IN THEIR ROLE
- b. LEARN A NEW SKILL
- c. SOLVE A PROBLEM
- d. MEET BANK GOALS

E. All the Above

Align Training with Bank Goals

- Training should support strategic priorities
- Collaborate with your fellow managers, training team, and/or HR
- Start as early as possible to establish a training plan
- Clearly articulated (often)
- Track your training plans & completions



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SUMMIT


Sept. 9-10, 2024
Hyatt Regency
Milwaukee, Wis.



LEADFWD

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Unlock Your Leadership

The ideas, network, and knowledge to move your bank and career forward!

Join us for banker peer discussions, hands-on exercises, and inspiring keynotes on critical topics like workplace culture, asset and liability management, digital innovation, fraud, customer retention, leadership skills, and so much more.

icba.org/leadfwd



- Live Events – Power your potential with in-depth training and events.

LEAD FWD Summit

September 9-10
Milwaukee, WI

- Resources & Tools – Elevate your team!

New! The Professional Development Planner

Resources & Tools

New! Professional Development Planner

Turn your workforce into a powerhouse by revolutionizing the way your bank nurtures its employees' professional growth.

This new online tool empowers users to explore various career avenues, understand job functions, and grasp associated responsibilities effortlessly. It also recommends specific training resources, providing clear directives for skill acquisition.

By leveraging the Professional Development Planner, you can:

- Boost employee engagement and retention
- Identify skill gaps and pinpoint development opportunities,
- Inspire employees to actively pursue career growth, and
- Streamline the definition of job descriptions for both new recruits and existing team members



BCBA and ICBA Collaboration

Enter code

KY-BCBA

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Thank you



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