How to create a Learning Data Strategy for Business Impact

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Take Aways

- Examine and brainstorm your top priorities

- Explore where you want your data strategy to be

- Examine different types of data

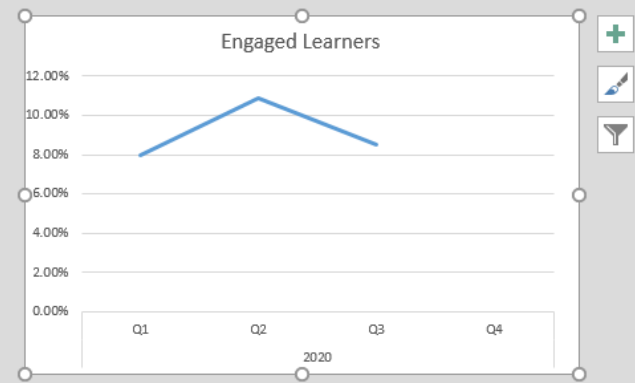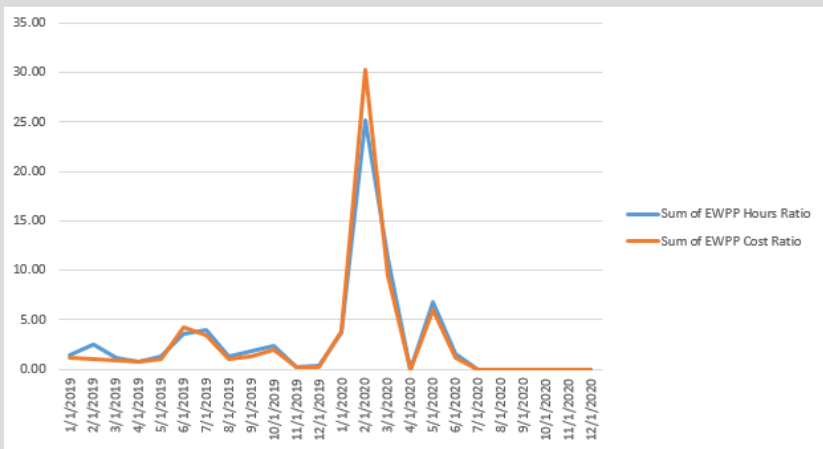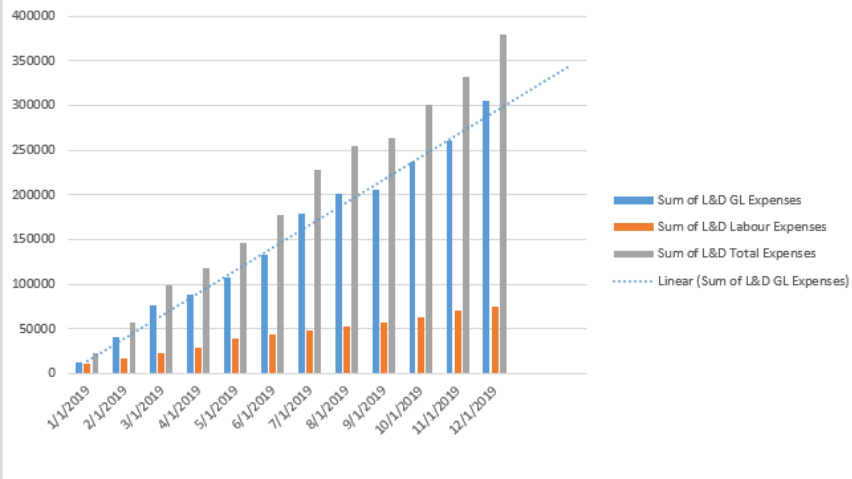- Create a plan to move forward

Statistics

Analytics

	L&D GL Expenses	L&D Labour Expenses	L&D Total Expenses	Hours per Dollar Spent on Facilitation Total	Cost Per Hour Facilitated Total	Cost Per Hour Facilitated Running Average	Cost Per Hour Facilitated (In Person)	Cost Per Hour Facilitated(In Person) Running Average	Cost Per Hour Facilitated (Virtual)	Cost Per Hour Facilitated(Virtual) Run
Jan-19	$12,437.53	$10,430.51	$22,868.04	0.02	$41.43	$41.43	$41.43	$41.43	$0.00	$0.00
Feb-19	$28,427.62	$6,191.84	$34,619.46	0.02	$41.79	$41.61	$41.79	$41.61	$0.00	$0.00
Mar-19	$34,812.41	$5,649.79	$40,462.20	0.02	$42.81	$42.01	$46.78	$43.33	$0.00	$0.00
Apr-19	$12,945.12	$7,185.61	$20,130.73	0.02	$44.72	$42.69	$44.72	$43.68	$0.00	$0.00
May-19	$18,696.80	$9,083.85	$27,780.65	0.03	$37.50	$41.65	$41.40	$43.22	$50.48	$10.10
Jun-19	$25,631.52	$5,771.16	$31,402.68	0.03	$38.23	$41.08	$43.70	$43.30	$0.00	$8.41
Jul-19	$45,870.25	$4,492.74	$50,362.99	0.04	$27.42	$39.13	$30.89	$41.53	$33.72	$12.03
Aug-19	$22,458.97	$4,094.03	$26,553.00	0.04	$27.71	$37.70	$38.72	$41.18	$28.72	$14.11
Sep-19	$4,613.62	$4,673.51	$9,287.13	0.03	$29.30	$36.77	$52.29	$42.41	$35.38	$16.48
Oct-19	$31,598.76	$5,180.56	$36,779.32	0.03	$29.11	$36.00	$29.95	$41.77	$39.13	$18.74
Nov-19	$22,912.83	$8,071.26	$30,984.09	0.03	$31.64	$35.61	$34.90	$40.60	$33.72	$20.10
Dec-19	$44,749.02	$3,628.97	$48,377.99	0.04	$25.31	$34.75	$27.02	$39.47	$0.00	$18.43
Jan-20	18,088.25	$8,213.03	$26,301.28	0.03	$32.05	$32.05	$37.18	$37.18	$30.77	$30.77
Feb-20	17,939.61	$6,561.83	$24,501.44	0.03	$31.40	$31.73	$37.54	$37.36	$30.77	$30.77
Mar-20	41,724.51	$4,044.37	$45,768.88	0.03	$31.16	$31.54	$36.91	$37.21	$45.33	$35.62
Apr-20	17,017.79	$3,033.99	$20,051.78	0.04	$28.45	$30.77	$0.00	$27.91	$31.94	$34.70
May-20	7,046.72	$2,447.62	$9,494.34	0.03	$31.75	$30.96	$0.00	$22.33	$31.75	$34.11
Jun-20	(5,442.57)	$3,396.58	-$1,445.99	0.03	$30.75	$30.93	$22.56	$22.37	$37.30	$34.64
Jul-20	20,153.18	$3,261.70	$23,414.88	0.03	$34.14	$31.39	$0.00	$19.17	$36.85	$34.96
Aug-20	10,176.10	$2,310.10	$12,486.20	0.03	$36.57	$32.04	$0.00	$19.17	$41.99	$35.84
Sep-20	6,476.02	$4,882.88	$11,358.90	0.03	$34.44	$32.30	$16.77	$16.77	$36.17	$35.87
Oct-20	38,906.63	$488.21	$39,394.84	0.03	$30.18	$32.09	$0.00	$14.91	$30.77	$35.31

	Running Cost Per Course Launched	Design Cost Per InPerson Course	Design Cost Per eLearning Course	DesignCost Per Virtual Classroom Course	Learning Costs External Courses	Learning Costs Non Executive Conferences	Learning Costs Executive Conferences	Learning Costs Group	Learning Costs Supplies	BlueShore Financial Headcount	Engaged Lea
	$1,659.21	$1,659.21	$0.00	$0.00	$5,908.76	$3,967.25	$0.00	$1,720.61	$840.91	352	
	$4,056.07	$2,950.60	$0.00	$0.00	$12,391.21	$2,830.06	$0.00	$10,941.35	$2,265.00	357	
	$4,056.07	$0.00	$0.00	$0.00	$9,150.50	$961.22	$3,780.00	$19,324.66	$1,596.03	362	
	$4,056.07	$0.00	$0.00	$0.00	$6,066.15	$483.00	$5,269.54	-$300.00	$1,426.43	364	
	$597.22	$169.58	$0.00	$43.08	$7,204.04	$700.27	$978.81	$7,094.33	$2,719.35	362	
	$613.19	$1,138.00	$0.00	$57.44	$5,827.41	$14,031.84	$3,375.32	$79.39	$2,316.96	359	
	$619.62	$0.00	$212.95	$212.31	$27,634.19	$3,281.45	$5,989.75	$7,334.78	$1,630.08	363	
	$619.62	$0.00	$0.00	$0.00	$17,897.32	$32.21	$2,414.49	$1,364.00	$750.35	365	
	$526.73	$139.22	$29.04	$406.22	$3,785.45	$0.00	-$678.35	$990.27	$516.25	363	
	$497.81	$1,226.03	$0.00	$0.00	$10,783.38	$4,500.68	$0.00	$14,924.10	$1,390.60	367	
	$552.66	$1,750.40	$0.00	$86.15	$11,503.17	$53.98	$1,494.29	$7,109.35	$2,752.04	371	
	$6.46	$178.70	$0.00	$0.00	$20,100.00	$4,516.13	$6,204.81	$10,839.13	$3,088.95	373	
	$74.02	$64.91	$0.00	$0.00	$13,417.38	$1,358.06	$140.00	$8,862.08	$3,172.81	373	
	$48.24	$39.88	$0.00	$0.00	$7,282.21	$116.55	-$140.00	$11,868.42	$1,818.77	374	
	$98.61				$12,569.40	$13,943.41	$0.00	$11,868.42	$3,342.88	378	

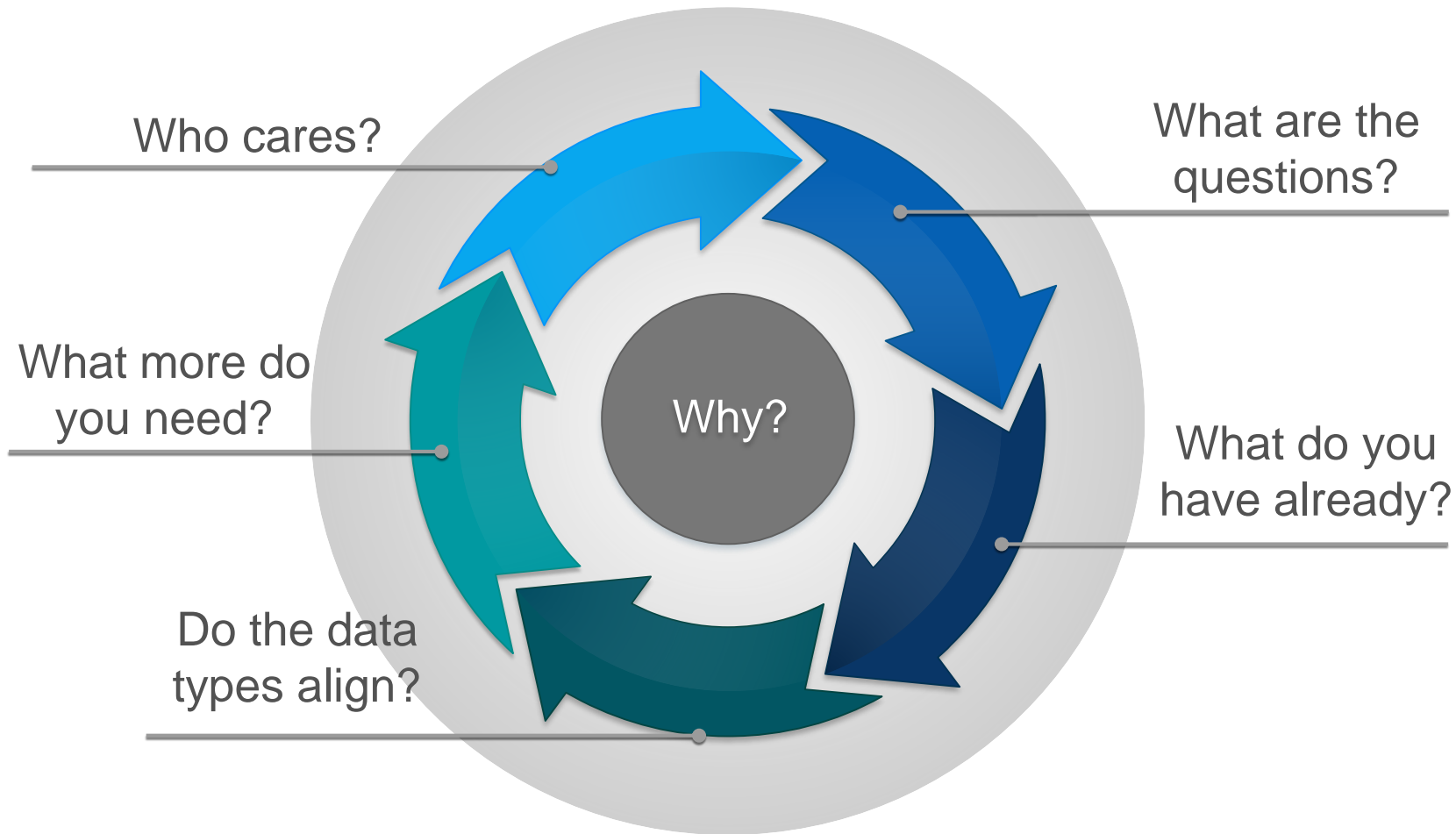| ed Managers	Engaged Teams	L&D EWP Project Hours	L&D EWP Project Cost	Non EWPP Hours	Non EWPP Cost	EWPP Hours Ratio	EWPP Cost Ratio	L&D GL Expenses Running Total	L&D Labour Expenses Running Total	L&D Total Expenses Running Total	Month
		61.5	$3,258.18	92	$3,970.07	1.50	1.22	$12,437.53	$10,430.51	$22,868.04	1/1/12
		57.5	$3,120.50	148	$3,071.33	2.57	0.98	$40,865.15	$16,622.35	$57,487.50	2/1/12
		52	$2,907.56	59.5	$2,742.23	1.14	0.94	$75,677.56	$22,272.14	$97,949.70	3/1/12
		87	$4,079.88	68	$3,105.73	0.78	0.76	$88,622.68	$29,457.75	$118,080.43	4/1/12
		91.5	$4,340.09	119	$4,743.75	1.30	1.09	$107,319.48	$38,541.59	$145,861.07	5/1/12
		33.5	$1,087.05	122	$4,684.11	3.64	4.31	$132,951.00	$44,312.76	$177,263.76	6/1/12
		30	$995.93	120	$3,496.81	4.00	3.51	$178,821.25	$48,805.50	$227,626.75	7/1/12
		56.5	$1,987.56	77.5	$2,106.46	1.37	1.06	$201,280.22	$52,899.53	$254,179.75	8/1/12
		50.5	$2,080.40	93	$2,593.11	1.84	1.25	$205,893.84	$57,573.04	$263,466.88	9/1/12
		47.5	$1,703.11	116	$3,477.45	2.44	2.04	$237,492.60	$62,753.60	$300,246.20	10/1/12
		189	$6,568.89	52	$1,502.37	0.28	0.23	$260,405.43	$70,824.86	$331,230.29	11/1/12
		77	$2,918.75	33	$710.22	0.43	0.24	$305,154.45	$74,453.83	$379,608.28	12/1/12
		49	$1,695.90	179.5	$6,517.14	3.66	3.84	$18,088.25	$8,213.03	$26,301.28	1/1/12
		7.5	$209.62	189	$6,352.21	25.20	30.30	$36,027.86	$14,774.86	$50,802.72	2/1/12
		10	$387.18	112	$3,657.19	11.20	9.45	$77,752.37	$18,819.23	$96,571.60	3/1/12
		0	$0.00	93.5	$3,033.99	0.00	0.00	$94,770.16	$21,853.22	$116,623.38	4/1/12
		9	$348.46	61.5	$2,099.16	6.83	6.02	$101,816.88	$24,300.85	$126,117.73	5/1/12
		44	$1,845.56	68.5	$2,151.03	1.56	1.17	$96,374.31	$28,297.43	$124,671.74	6/1/12
		4.5	$174.23	94.5	$3,087.47	0.00	0.00	$116,527.49		$31,559.13	7/1/12

ZERO

Why are you Collecting Data?

- To show the **return on investment**

- To create a **skills repository**

- To be able to recommend a **learning path**

Why are you Collecting Data?

- **More FTE**

- Asking for more **budget**

- To **replicate the success of employees**

Reflect- What is your Organizational Why?

Who Cares?

- Who **supports this endeavor?**

- Who **will you be reporting to?**

- If **the answer is no one - PAUSE**
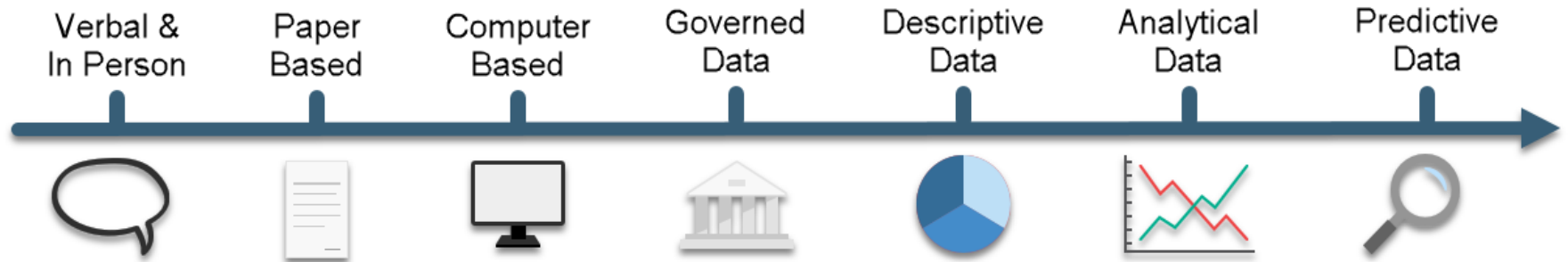
Reflect- Who in your Organization Cares?
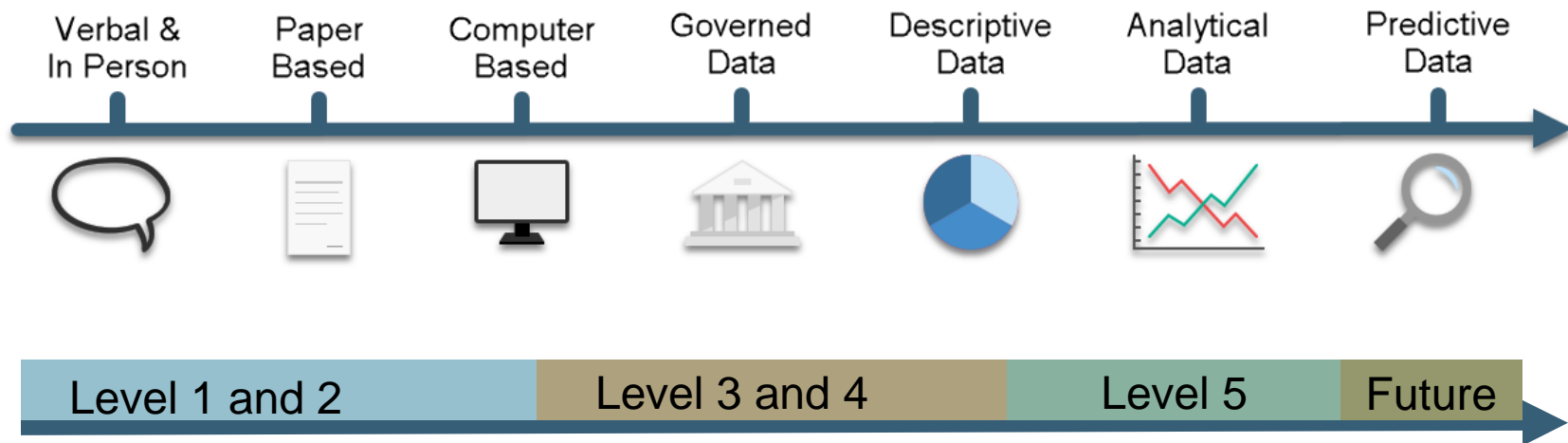
Keep in Mind the Kirkpatrick Model

Reflect-What Questions do you Want to Answer?

Data Descriptors

Do the Data Types Align?

Verbal & In Person	Paper Based	Computer Based	Governed Data	Descriptive Data	Analytical Data	Predictive Data

Level 1 and 2	Level 3 and 4	Level 5	Future

- Reaction
- Retention of knowledge
- Met learning outcomes

- Demonstrate behaviours
- Meets required standards

- Measurable impact
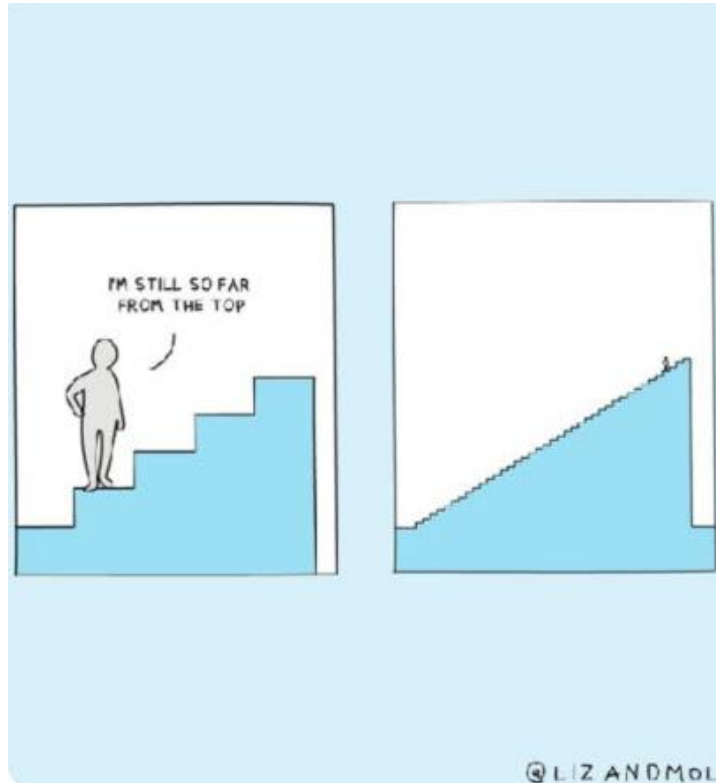- Connect results based on larger amounts of data

Reflect: What Data do you Have?

Reflect: What More do you Need - Data Gaps?

It can feel like this…

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Conclusion

- Remember the **Why**

- **Who Cares**

- **Start Somewhere**

Thank You for Attending