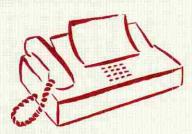
FaxForum



FaxForum Facts

We want to know what you, our readers, think about the major issues in your field and the ways in which we at *Training & Development* can better address them.

FaxForum is our way of getting to know more about what really matters to you and sharing that with T&D readers around the world.

FaxForum isn't meant to be scientific. It's a sampling of opinion—a finger in the wind. Each month, we publish the responses to previous FaxForums, plus some informal analysis and commentary, on the back of this page. But right now, you can influence the content of upcoming FaxForums.

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Thank you.

How To Respond

Fax the completed page to Ryann Ellis at 703/683-9203.

Or mail to FaxForum, *Training & Development*, ASTD, 1640 King Street, Box 1443, Alexandria, VA 22313-2043.

Has the Outsourcing Wave Hit You?

fter downsizing and reengineering strip training departments down to their core employees, many companies turn to outside sources to fill in the gaps. April 1995's "FaxForum" reported that outsourcing has increased in about a third of the respondents' companies. Has the outsourcing wave hit you yet?

1. Do you outsource more training now than you did a year ago? ☐ Yes ☐ No If yes, how much has your use of outside sources increased in the past 12 months?	4. What are the advantages of outsourcing?
□ 25% □ 50% □ 75% □ 100%	5. What are the disadvantages of outsourcing?
2. What kind of outside help do you purchase? (Check all that apply.) consulting training-unit management training delivery training-program design off-the-shelf training programs customization of existing programs other (specify) 3. Which of these reasons prompted you to outsource training? (Check all that apply.) pressure to cut costs	6. If you use outside sources, have you been happy with the results? Yes No Why or why not? 7. Do you have an employee in charge of outsourcing training? Yes No What is that person's title?
□ lack of in-house expertise □ staff too small	Optional:
☐ number of trainees too large	Name
changes in the training unit's	Organization
mission or role	Title
other (specify)	Address
	Telephone #
	Fax #