

in the Know...

Training we hear the word every day. We all have modules that we groan our way through. Generally, these mandatory trainings keep our organizations in compliance. As employees, we dread these trainings, but understand it is crucial to job and company. Employers are look for ways to remain competitive and compliant in the most cost-effective manner possible. During exit interviews various reasons are given for leaving, but the most common reason is a lack of training; the numbers can range from 50% to 63%.

Online mandatory training does not change an employee's desire for training ;if anything it turns them off. Employees are looking for a more personalized experience. Top three (3) reasons employees want training:

- To get better at their current job
- To get promoted
- To leave to get a better job at another company

When employees feel that their needs are not met, they leave. Forbes explains that there are 16 benefits companies can expect if they offer training programs. (Forbes.com-December 17, 2021.) Here are Savio's top four (4) benefits:

- Lower turnover rates
- Contributes to team success
- Keeps organization competitive
- Fosters appreciation

Offering training and promoting on going training initiatives increases your company's bottom line.

Training comes in multiple ways: offer on-line training, in-person training, seminars, on-going education credits, coaching and even mentoring. What ever methods you choose , it is important to offer training employees can relate to and learn from.

Outsourcing training can be a great option for organizations who don't have the resources to train their employees. A variety of disciplines can add value to your training programs. In housing training is also a great resource, nothings says that you can use what you have to train your staff. What better way to train your staff on how your company operates than to use your own leaders. The most effective training programs offer a combination of both outsourced and in-house training.

If you are looking to set up training within your organization, or you just want to take your training to the next level we recommend that you consult with a training expert. Savio can assist you with all your HR training needs .

April Tidbits:

April is named for the Greek goddess-Aphrodite

1st modern Olympics took place in Athens on April 6, 1896.

Scottish-American Heritage Month

Arab-American History Month

April 24- Administrative Professionals Day

George Washington was inaugurated on April 30, 1789.

Got questions?

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