

Here's Why Top Australian Companies Invest in Training. The numbers are Staggering...

Is it coincidental that Australia's most progressive companies spend as much as 10% to 20% of annual payroll on training?

Not at all. There is a definite link between business success and the employer's attitude towards training.

It pays to train! Training is an investment in the immediate future. It's not just an overhead cost!

High performance businesses are twice as likely to train the owners and managers and to train twice as many employees as low performance businesses.

No matter what the industry, or the size of your business, both international and national research shows that training brings direct benefits to business –

Increased:

- ✓ performance
- ✓ profits – a positive return on investment – of more than 30% - "money in the bank"
- ✓ productivity – greater output . People who receive formal training can be 230% more productive than untrained colleagues who are working in the same role - opening a greater share of the market, or expanding it by improving products, services and reputations.
- ✓ staff retention - which is a significant cost saving, as the loss of one competent person can be the equivalent of one year's pay and benefits. In some companies, training programs have reduced staff turnover by 70% and led to a return on investment of 7,000%.
- ✓ accuracy and efficiency and good work safety practices
- ✓ leads to customer service and satisfaction
- ✓ staff morale and satisfaction
- ✓ 'soft skills' such as inter-staff communication, leadership and time management

Also, decreasing:

- absenteeism
- wasted time and materials
- maintenance costs of machinery and equipment
- recruitment costs through the internal promotion of skilled staff

The decision to spend dollars on training is similar to any other business decision.

The fundamental question should be:

"Will I get more back in increased productivity, profitability, quality of life and/or enjoyment than the actual cost of the training? "

If the answer is "yes", the decision to proceed is blatantly obvious.

Extracts from government website www.training.com.au

If you don't think this would work for you simply log onto the website and put your own numbers into the ROI Calculator and see what you are missing out on.