

# Why is employee training so important?



In today's ever-changing market, the importance of on-the-job training has never been greater. Training is a foundational step to ensure employees can do their jobs correctly and efficiently. It's also a way to keep your employees up-to-date with the latest and greatest company information, trends, and best practices for their roles.

Employee training and development programs provide the perfect opportunity to expand the knowledge base within your organization. And most importantly, great learning experiences make for a happier, more productive workforce. Employee training is vitally important to the success of a competitive workforce. No matter the industry, filling the gaps in your employees' professional knowledge is essential to keeping them productive and fulfilled. Training staff via a high-quality training program can do exactly that and positively impact your company's culture because it improves job satisfaction, engagement, and retention. By embracing training and development, organizations can dramatically reduce employee turnover.

Education and training are critical for anyone to develop and improve their expertise and abilities. When you offer training to employees, you create a learning environment that encourages growth and development. Allowing employees to expand their knowledge and skills increases productivity and staff morale.

Most employers wouldn't take on an under-skilled worker, yet many are reluctant to invest in ongoing job training for the skilled workers that they do have. As workplace technologies and processes continue to evolve, this lack of effective training programs leaves once-skilled workers lagging behind.

## 1. It's expensive to lose employees

Hiring new employees is never cheap. A recent survey cited by [go2HR](#) indicates that 40 percent of employees leave their positions within the first year due to poor training opportunities. Training for employees can be a financial investment you won't want to miss out on.

With that in mind, companies that provide industry-standard training will have more engaged employees, and therefore, are more likely to retain employees. It costs money to replace staff, so it simply makes sense to train and develop current staff and improve employee retention at the same time.

## 2. Trained employees are more efficient

Training for employees can be used to drastically improve productivity and boost employee performance. When your employees are able to complete tasks more efficiently, using the most effective methods, there are two immediate benefits to your business:

- They complete more tasks in a given period of time, maximizing your return on investment (i.e., the hourly wage you pay employees).
- Customer satisfaction is likely to be higher when your services are delivered in a timely manner.

## 3. Trained employees have higher production standards

Of course, getting work done quickly loses its impact if it isn't done properly.

Employees who are well-trained are more likely to produce higher-quality output the first time around, thereby minimizing mistakes. This creates less wasted time in rework and customers who are delighted with the quality, reliable goods and services.

Offering new employee training also gets your new starters onboarded and working at a high standard from the get-go. By creating a training program for employees, you manifest a learning culture which breathes through your organization, leading to high-quality output from your employees in the long run.

You may need training for specific purposes, such as a new booking system or food handling, but incorporating training that develops your employee towards a long-term career goal can help promote greater job satisfaction. And a more satisfied employee is likely to stay longer and be more productive. If you have a performance management program, it should cover your employee's immediate training needs and the development required to groom your employee toward their career goal.

At the end of the day, the importance of training and development can't be overstated. If you're ready to deliver the training that your employees need to be successful, we can help. At [go2HR](#) our [training library](#) has you covered – contact me to find out more!

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A circular portrait of Christie Blaquiere, a woman with blonde hair, smiling.