

THE BENEFITS OF SKILL-BASED TRAINING

Training your workers can be a tremendous drain on your time and resources. But before you dismiss the idea of helping your employees learn new skills, consider the ways that skill-based training can positively affect your employees and your company.

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| Increases employee productivity | In addition to learning how to complete new tasks and take on more responsibility, employees can learn advanced techniques to help them complete everyday tasks more efficiently. For example, sending your bookkeeper to an advanced Excel class may help him or her learn shortcuts to simplify the accounting processes. |
| Reduces turnover | Employees who don't receive guidance or have difficulty learning the ropes are much more likely to leave your company. Employees are less likely to leave if they have the opportunity to learn new skills and keep up within their industry. |
| Improves job satisfaction | Investing time and money in employees' skills makes them feel valued and appreciated, and it challenges them to learn more and get more involved in their jobs. Higher job satisfaction ultimately results in reduced turnover and higher productivity. |
| Aids in the recruiting process. | If you're committed to training, you'll be more willing to hire a desirable candidate who lacks a specific skill. Training also makes your company more attractive in the eyes of potential employees because it shows them that they have room to grow and accept new challenges. In addition, training existing employees could reduce the need to hire new staff. |
| Rewards long-time employees. | Computer Solutions You'll be more willing to promote existing employees who have learned new skills and are ready to take on new challenges. |
| Reduces the need for employee supervision | Not only does skill-based training teach employees how to do their jobs better, but it also helps them work more independently and develop a can-do attitude. |