

5 REASONS EMPLOYERS GIVE FOR NOT DEVELOPING EMPLOYEES

Helping employees reach their full potential should be of paramount importance for employers. Many employers fail to develop their employees' skills, effectively preventing them from carrying out their role to the highest standards. Discover the top 5 reasons employers give for not developing their staff below:

1 THEY HAVEN'T BUDGETED FOR THE COST OF TRAINING

Investing in professional development can often be costly and can mean a day or two with no income for self-employed individuals. Planning in advance can make training for individuals and companies a possibility. By planning in advance, a budget can be created and money can be set aside each week or month toward professional development. The return on investment on training will make the cost worthwhile.

2 THEY DON'T KNOW HOW TO BRING UP THE SUBJECT WITHOUT UPSETTING EMPLOYEES

Often employees are happy to attend professional development training programmes as it shows you are investing in them and helping them to reach their full potential within their current job role. However, when discussing training plans with employees it's important to avoid negative phrases such as "below standard". Instead outline the positive outcomes that can occur as a result of training.

3 EMPLOYEES ARE AWAY FROM THEIR DESKS FOR TOO LONG

Employees taking time away from their career can be extremely difficult for businesses, especially at busy periods of the year. It is important to prepare for this by checking the diary to ensure any events/meetings are prepared in advance. You'll be surprised at how many time management techniques your employees will learn from attending training, meaning more time spent devoted to further training in the future.



4 THEY DON'T THINK THEIR EMPLOYEES NEED FURTHER TRAINING

Although employees may have a variety of qualifications it is important to keep developing their skills in order to grow their knowledge and develop your business. It is a wise idea to discuss training opportunities with employees as they may be open to informing you of which areas they feel they can improve in, or barriers they may come across in their day-to-day role.

5 THEY ARE WORRIED EMPLOYEES MAY LEAVE FOR ANOTHER ROLE IF THEY DEVELOP THEM TOO MUCH

Professional development training provides employees with the skills to take the next step in their career. Investing in developing employees shows commitment and shows you care about your staff, thus they are much less likely to leave a business that invests in their development and encourages them to be the best they can be.

When you undertake a training programme with TSW Training you can expect a high standard of tailored learning and support from our expert trainers to enable your employees to develop the skills needed to perform their role effectively. To find out more, visit: www.tsw.co.uk or you can call our Business Development team on 01656 644300. Alternatively, you can email hello@tsw.co.uk