



# Why Employee Development Matters



Grow | Improve | Innovate | Empower | Learn | Recover | Network

# What is Employee Development?

Employee development is the initiative taken by both employees and employers to update and upgrade the existing skills of the workforce.

It is usually done by training and developing the latest know-how of the industry and upgrading knowledge of the employees.



## 6 Facts That Answer Why Employee Development Matters

- 1. A lack of career growth opportunities is the top reason employees leave their jobs**
- 2. Employee development is the single most important aspect of a benefits program in regard to retention rates**
- 3. 74% of employees believe they are not reaching their full potential due to a lack of professional development opportunities**
- 4. 70% of American workers would leave their current job for one that has a reputation of investing in employee development**
- 5. Employees in training courses are 37% more productive**
- 6. Companies that invest in professional development and skills training boast 24% higher profit margins**

## Cost of Not Providing Development

- High Turnover
- Poor Morale
- Lack of Productivity
- Perception of a Lack of Caring for People
- Difficulty Filling Positions



# What are the benefits of developing your employees?

- Increase productivity
- Reduce employee turnover
- Reduce the need for supervision
- Increase your ability to leverage new technologies
- Increase safety to decrease work-related injury/illness
- Maintain an employee's credentials/certifications
- Grow your employees to meet new responsibilities
- Increase job satisfaction, morale, and motivation of your employees
- Create a culture where people want to come to work



# Types of Development

- Short Term
- Long Term
- Skill Specific
- Technical
- People Skills
- Cross Training
- Interdepartmental
- Building on Potential



## How do I begin to develop my employees?

- Learn what your people want to achieve
- Pay attention to those willing to learn
- Define the skills or knowledge your team needs to do a specific job
- Identify the skills gaps that currently exist
- Organize and prioritize which skills and which employees need to be trained first
- Develop a structured approach to developing and delivering your training
- Develop a learning plan for the next 6 to 12 months

- Internal
  - To teach is to learn twice
  - Develop effective coaches
  - Leadership & Mentoring
- External
  - Onsite trainings
  - Offsite trainings
  - Virtual offerings
  - Coaching
  - Mentors
- Trade Shows/Conferences





# Sample Individual Development Plan

Today's Date	May 11, 2021
Employee Name	Joe Jones
Current Job Title	Machine Operator
Goals	*Become a Machine Operator Level 2 *Learn CNC Setup *Long term - CNC Programmer
Training Needed	*Learn to run A, B & C machines *Improve People Skills *Learn CNC Machine Controllers * GD&T Training
Estimated Costs	Communications Training - \$149 GD&T Class - \$995 Internal Training Costs - \$\$\$
Completion Date	May 31, 2022
<b>Manager Notes</b> Team Joe up with Ron to start learning machine A Research GD&T training classes being offered near by Assign Joe a mentor from the CNC department Joe is going to start doing some research on his own to learn more about CNC, recommended he check out Titans of CNC Follow up with Joe in 30 days to check in on internal contacts and his own learning Check with HR on budgets and funding available for external training	

## More Benefits of Employee Development Plans

Helping employees hone their strengths and grow their skills better equips them for their role. This adds more value to the work they do and directly benefits your business.



Making learning and development a focus of your company culture helps improve employee engagement, increase retention and attract elite candidates.



# Contact Info

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