



Invest in your employees and their skills

Increase your company's competitiveness and strengthen its bottom line by developing the competence of all your staff.

Why?

- Training is an effective way to not just increase the skills of your employees but to boost morale and improve the workplace overall.
- Taking an interest in staff's careers and development will enhance your staff's engagement and motivation – people want to work for companies who are invested in them as a person.
- Training can help your staff to uncover if there are ways to work more efficiently and effectively – ultimately impacting positively on your bottom line.

Why is this important?

- The Small Business Survey for 2015 undertaken by the UK Government found that increasing the skills in their workforce is the primary way that SME employers plan on growing their enterprise over the next three years.ⁱ
- A survey by PWC found that for Millennials (people born between 1980 and 2000), training and development is the top benefit valued by them from an employer.ⁱⁱ

How to get started in a small way

- Think about the skills you need in your organisation, now and in the future – it is important to consider not only technical skills required by staff to complete their role but also soft skills such as communication skills and time management skills.
- Talk to staff about the skills they have and those that they would like to develop.
- Mentoring and work shadowing are cost effective ways for staff to learn.
- If budget is an issue, consider adopting a 'train the trainer' approach where one person attends a training programme and brings the content back to deliver to their peers – note this will only work in limited circumstances.

ⁱ https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/522364/bis-16-227-sme-employer-report.pdf

ⁱⁱ <https://www.pwc.com/m1/en/services/consulting/documents/millennials-at-work.pdf>