



**BETTER WORKPLACES
BETTER WORLD™**

American Workforce Policy Advisory Board (AWPAB) Employer-Led Training Working Group



Employer-Led Training

HR Professional Survey Results

In order to measure and encourage employer-led training investments, SHRM conducted a survey to inform the AWPAB Employer-Led Training working group on training related topics



Survey Participants

1,033 HR Professionals
(61% were managers)
participated on behalf of their
employers



Company Size Breakdown

42% Small (1-249 employees)
18% Medium (250-2,499 employees)
39% Large (2,500-10,000+ employees)



Three Types of Training Were Examined in the Survey



**Skills Training &
Development**



**Compliance
Training**

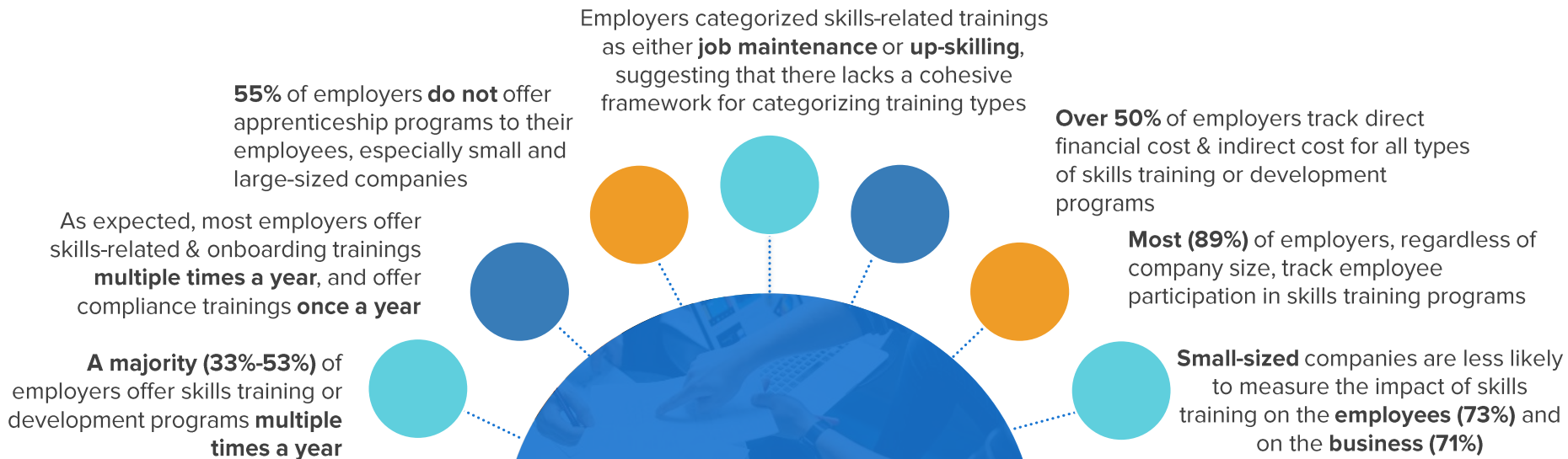


**Onboarding
Training**



Executive Summary

How are employers training and developing their workforce?





SHRM Employer Training 2019 Survey



Survey Results



Skills Training & Development Programs





Four Different Types of Skills Training or Development Categories Were Presented to Participants



Initial Skills Training

**Job Maintenance
Training**

Up-Skilling Training

**Employee
Development**



How does your employer categorize various skills training or development activities? How frequently does your employer offer them?



A majority of employers offered these training activities *multiple times a year*

Initial Skills Training, Job Maintenance, & Up-Skilling

Job Related Skills
New Product/Services
New Technology/Equipment
Cross-Functional Training

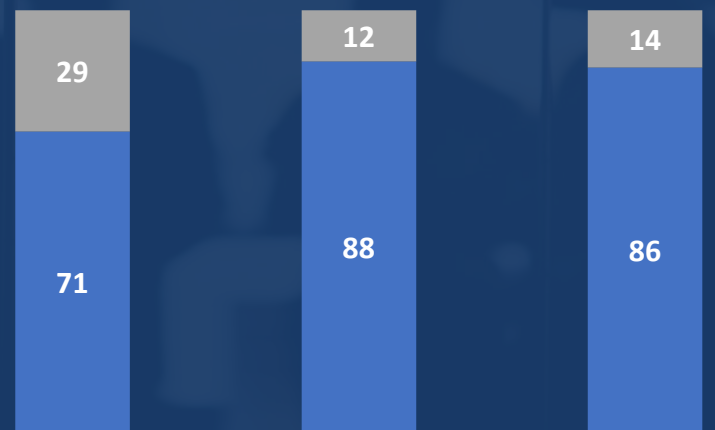
Employee Development

Educational Assistance
Formal Coaching/Mentoring
Leadership Development
Professional Skills Training



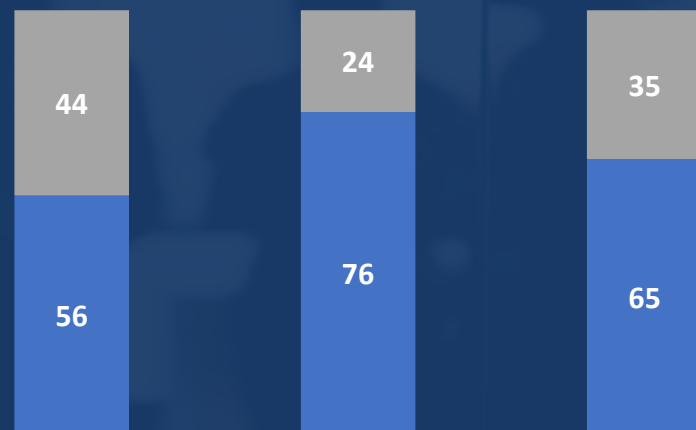
Does your employer track direct financial cost or indirect cost associated with skills training or development programs?

Majority of employers track financial cost, especially medium and large companies



- Yes, tracks for some or all
- No, does not track

Medium-sized companies are more likely to track indirect cost (e.g., employees' lost time)

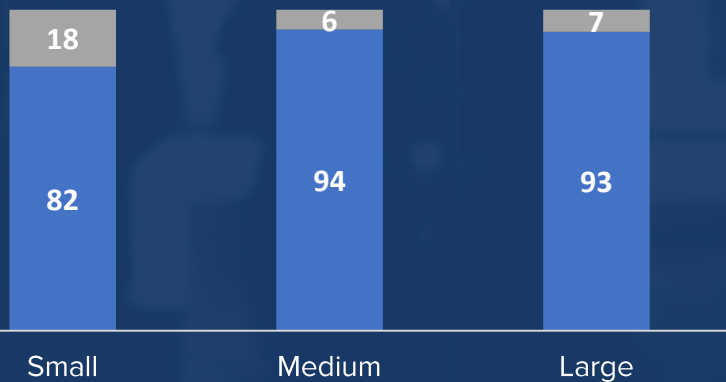




Does your employer track employees' training participation and their demographic information?

Majority of employers track individual employee's participation in training programs; smaller companies are less likely to track participation

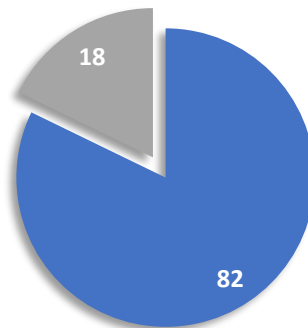
- Yes, tracks for some or all
- No, does not track



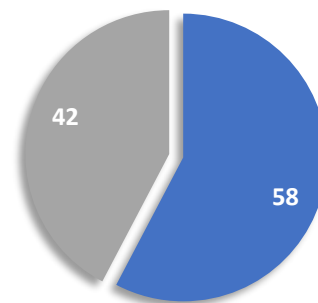
OF EMPLOYERS WHO TRACK EMPLOYEE PARTICIPATION IN TRAINING PROGRAMS

a majority track educational level, and slightly over half track age of participants

Tracks Educational Level

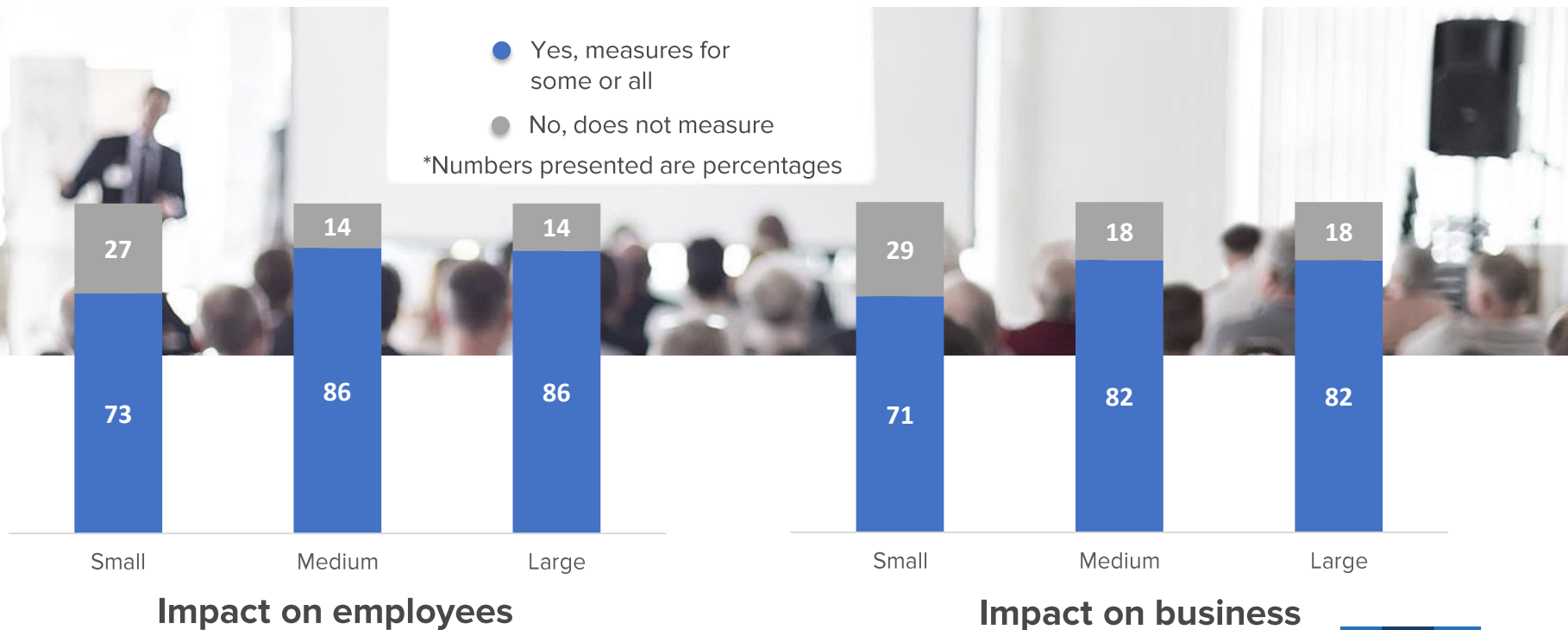


Tracks Age





Does your employer measure/evaluate how skills training or development programs impact the employees or the business?





Does your employer offer apprenticeship programs or educational assistance programs?

Overall, **55%** of employers **do not offer** apprenticeship programs

Medium-sized companies (250 – 2,500 employees) offer more apprenticeship programs compared to small or large-sized companies



67% of employers offer educational assistance to some or all employees



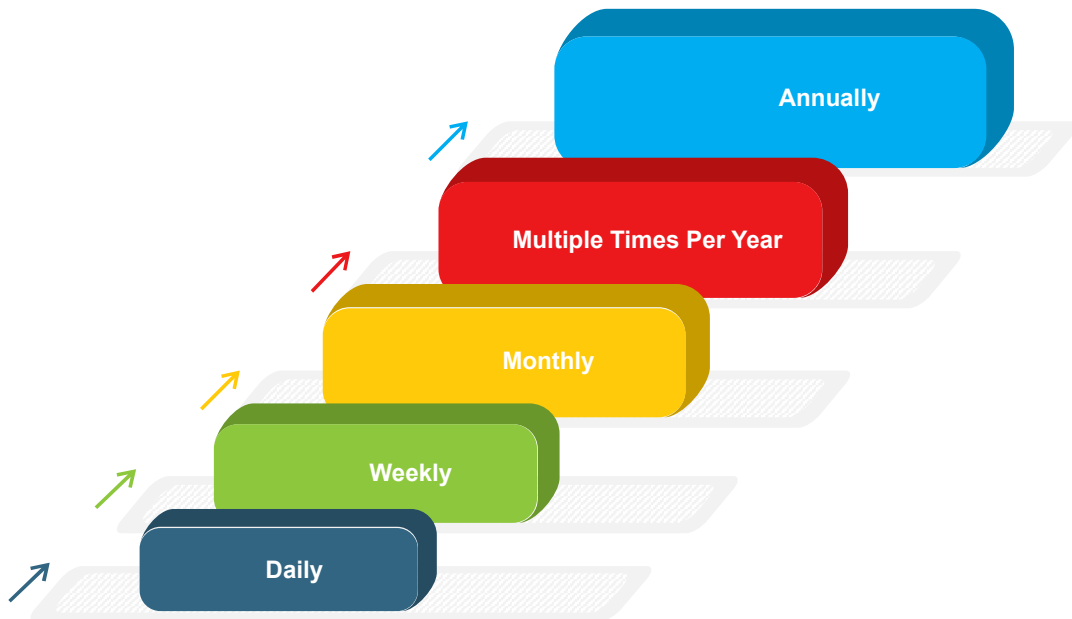
Out of the employers who offer educational assistance, **36%** of employees take advantage of it

Compliance & Onboarding Training





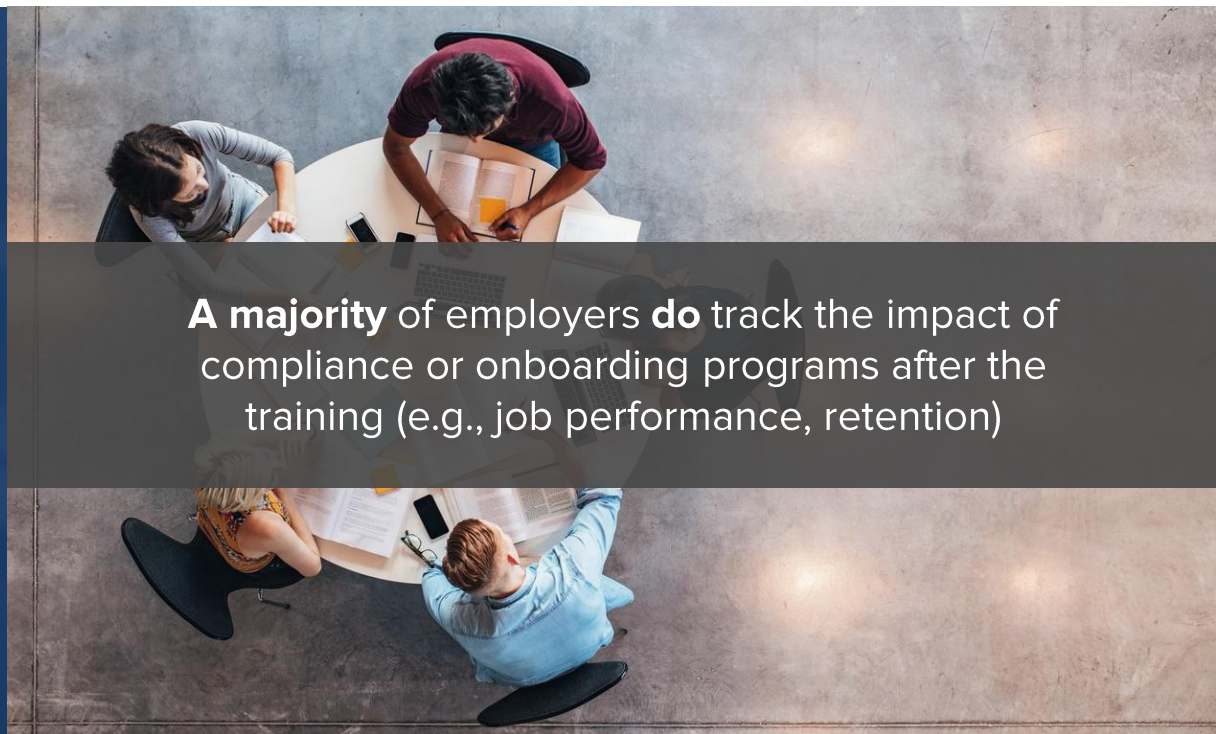
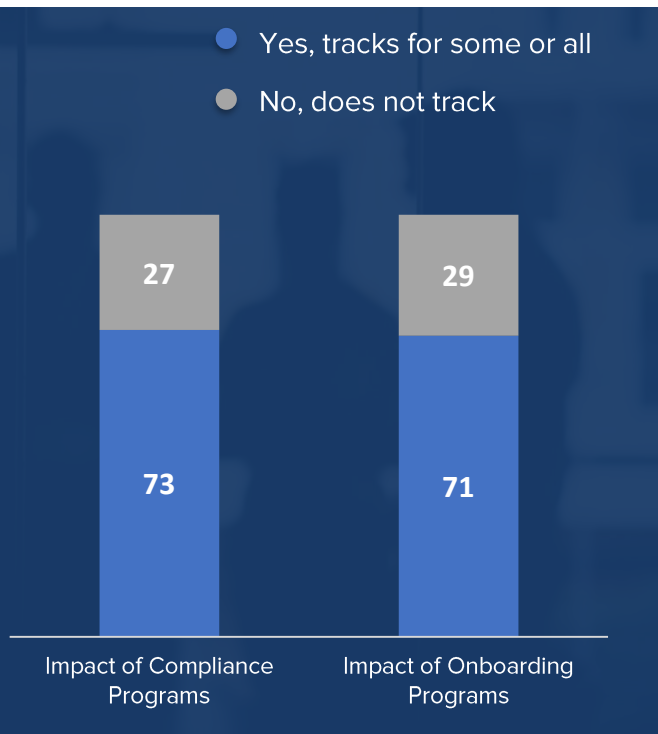
How frequently does your employer offer the following compliance and orientation programs?



- MOSTLY ORGANIZATIONAL**
Employers focus on offering training around organizational structure, policies, and benefits enrollment on an annual cycle.
- OPERATIONAL TRAINING**
Employers focus on operational elements training like products, tools, and services development on a semi-annual basis with corporate overviews happening more frequently.
- LARGELY COMPLIANCE**
Employers offer harassment, discrimination prevention, occupational safety & health, diversity & inclusion, ethics, data protection on a monthly cycle.
- NONE REPORTED**
Highly uncommon unless tied to an onboarding weekly cycle during talent acquisition.
- NONE REPORTED**
Highly uncommon for daily training to be offered other than making e-Learning available.



Does your employer measure how compliance or onboarding programs impact the employees?



Additional Employer Training





What resources do employers have to up-skill their employees?

Educational Partners



42% of employers work with educational partners to up-skill its employees

Skill-Based Grants



Only **29%** of employers work with local or federal government to obtain skill-based training grants

Training Budget



55% of HR Professionals had a training budget last year
35% of those budgets have increased since last year

Appendix





Demographic Information of Participants and Organizational Characteristics

72% MEAN AGE
CAUCASIAN 42

61% Privately
owned
for-profit 40%
Multinational
organizations





Weighting Information

The dataset was weighted by company size & company industry to be representative of US companies

Company Size

1-49 employees
50-99 employees
100-249 employees
250-499 employees
500-999 employees
1,000-2,499 employees
2,500-4,999 employees
5,000-9,999 employees
10,000 + employees

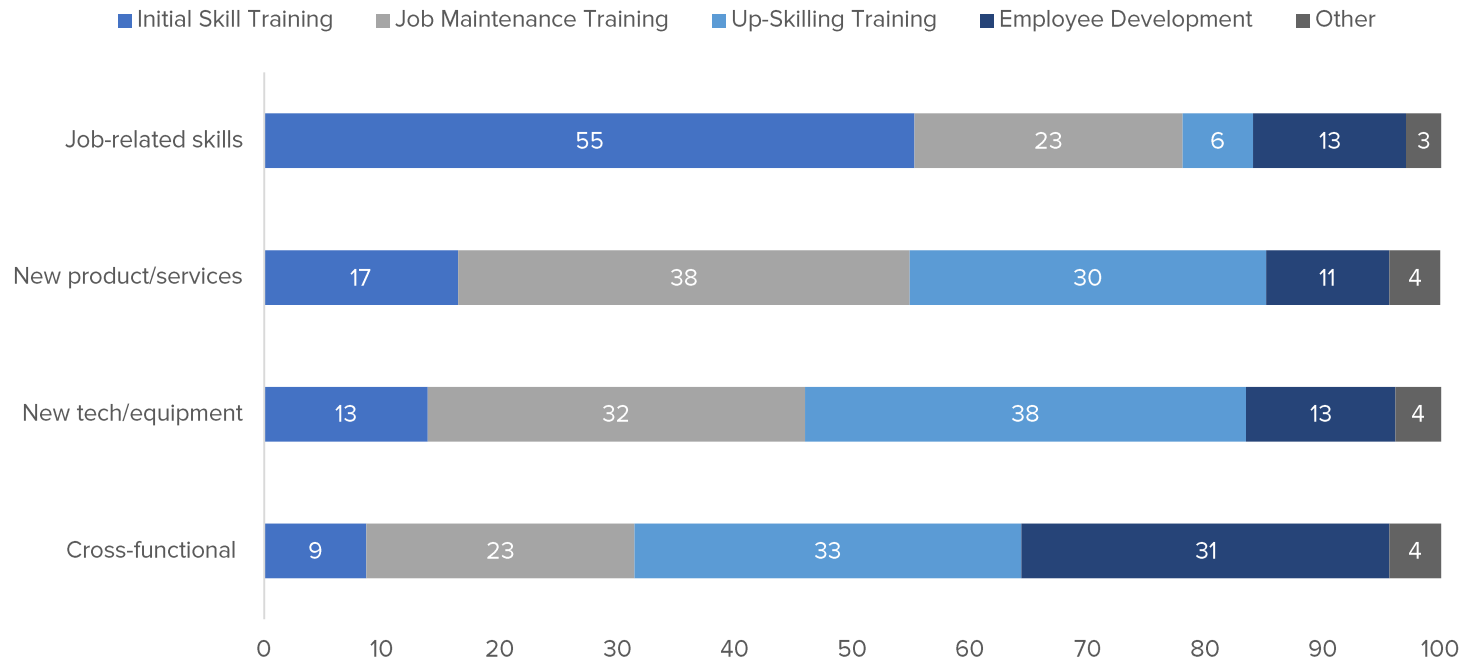
Company Industry

Agriculture, Forestry, Fishing, and Hunting	Manufacturing
Construction	Mining, Quarrying, and Oil & Gas Extraction
Education & Health Services	Professional and Business Services
Financial Activities	Public Administration
Information	Transportation & Utilities
Leisure & Hospitality	Wholesale & Retail



How does your employer categorize the following activities or programs into the 4 categories? Please choose the main category.

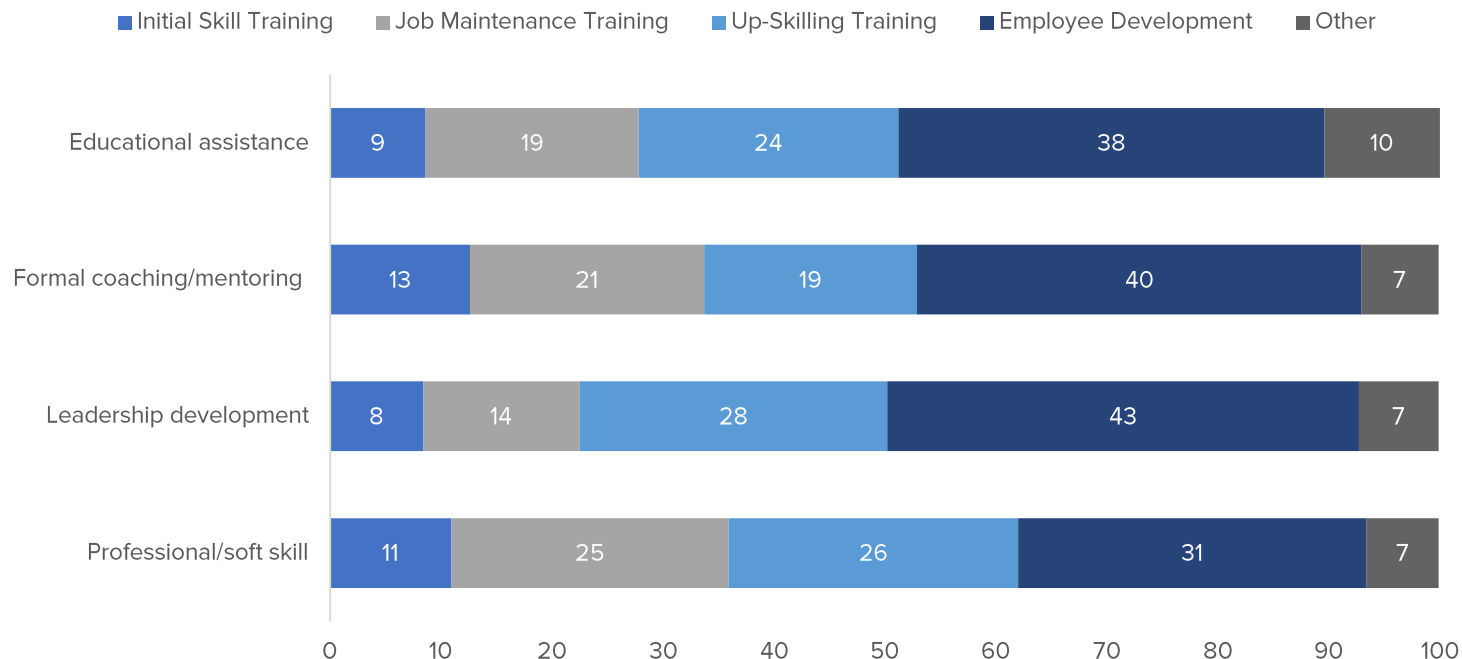
Predominant Categorization of Skills Training or Development Activities





How does your employer categorize the following activities or programs into the 4 categories? Please choose the main category.

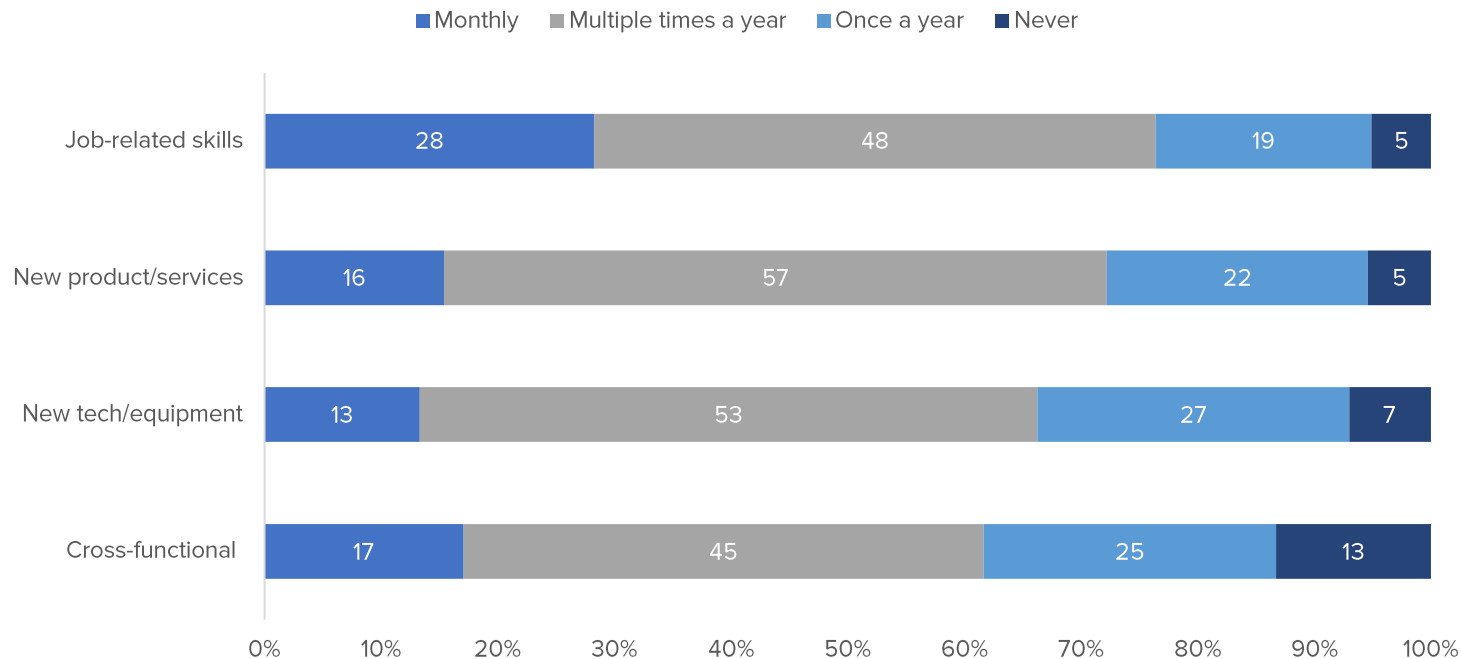
Predominant Categorization of Skills Training or Development Activities





How frequently do employers offer skills training or development activities?

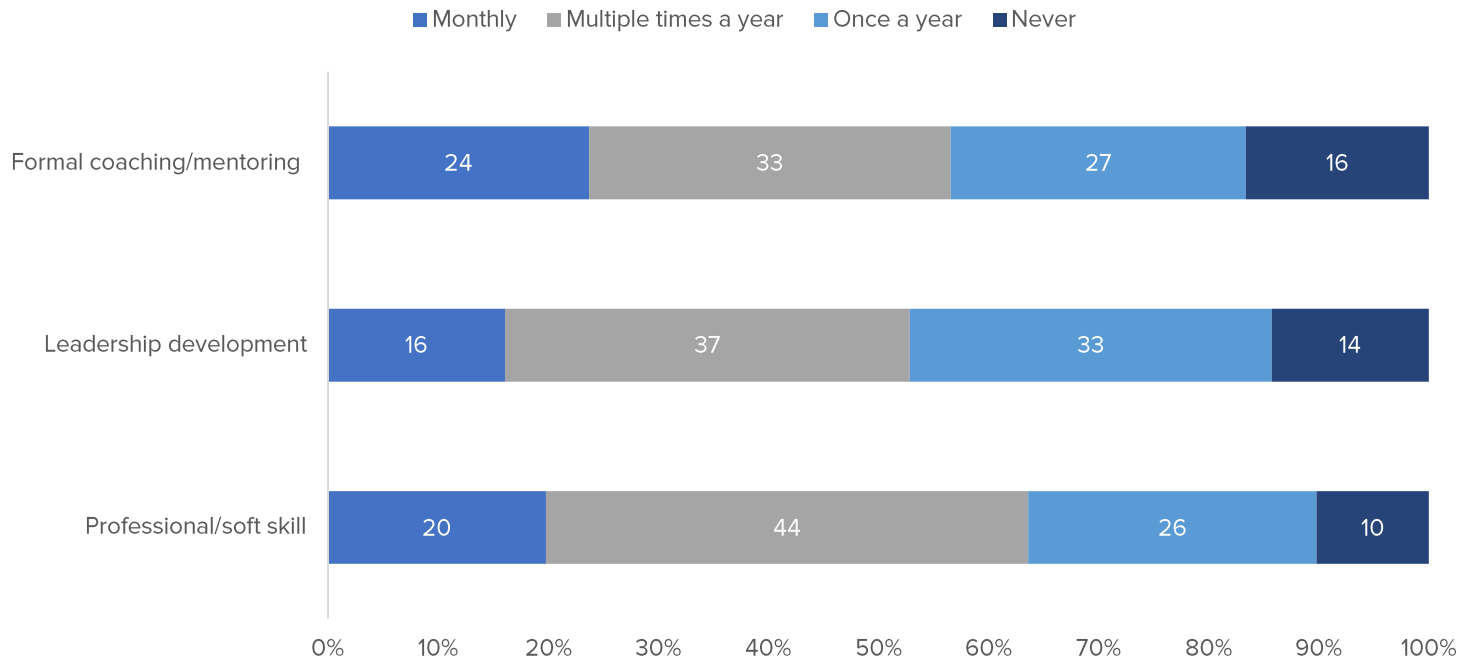
Frequency of Skills Training or Development Activities





How frequently do employers offer skills training or development activities?

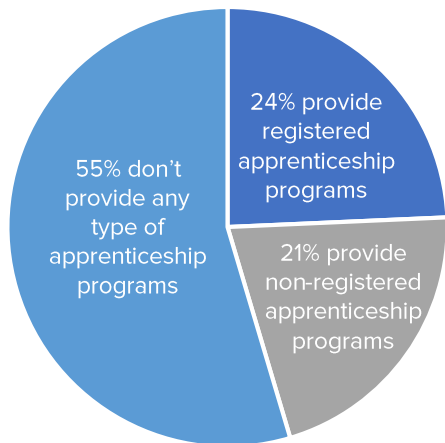
Frequency of Skills Training or Development Activities



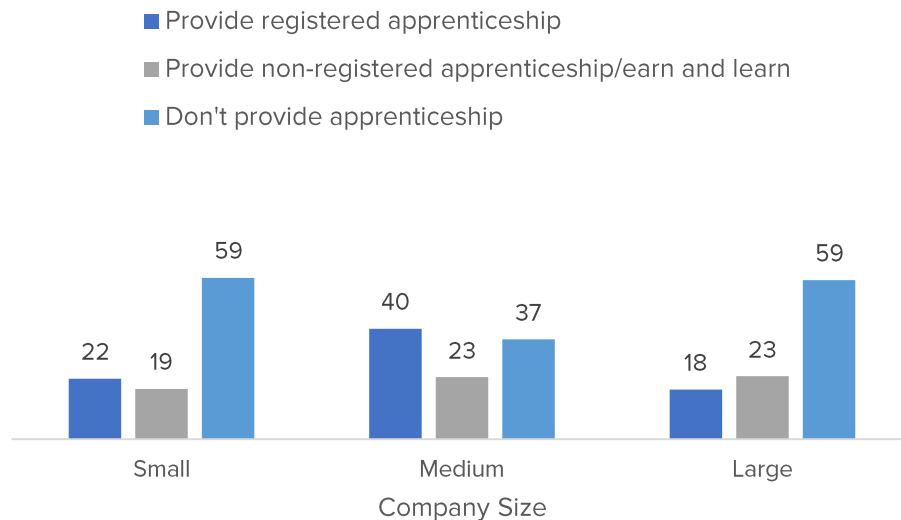


Does your employer provide apprenticeship programs?

Overall



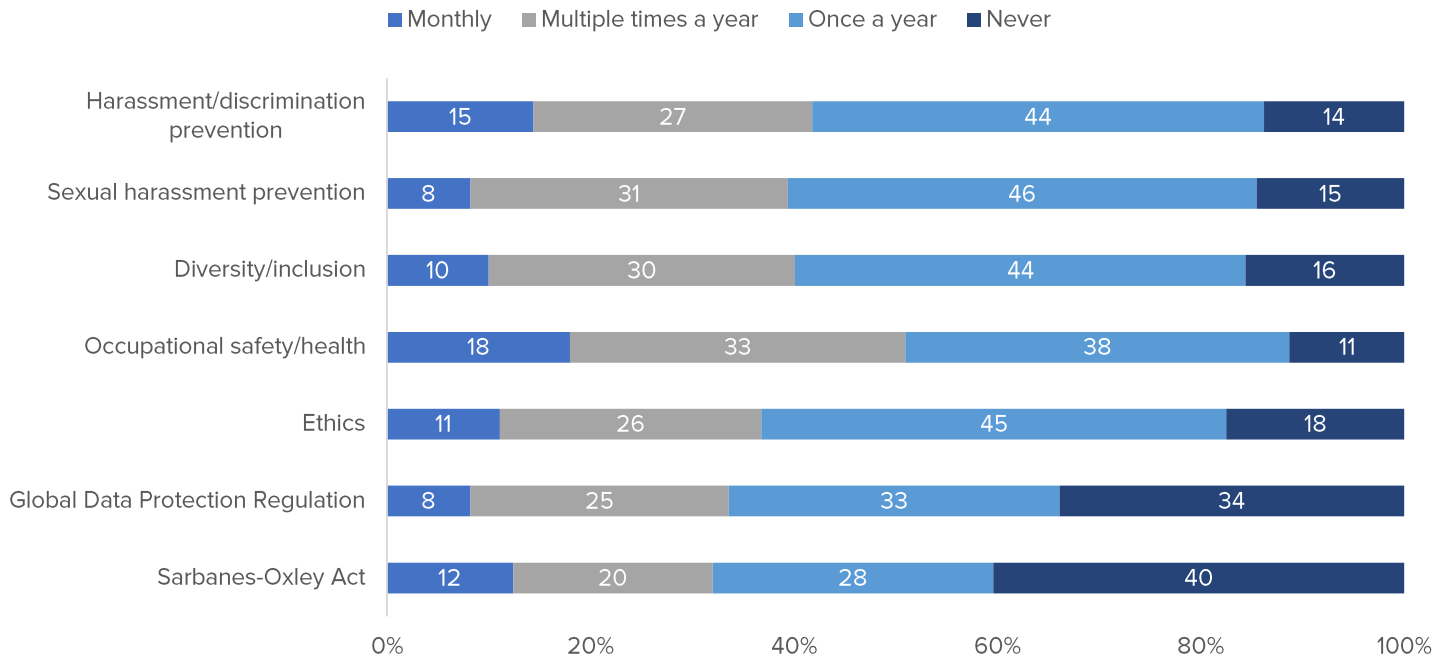
By Company Size





How frequently does your employer offer the following compliance programs?

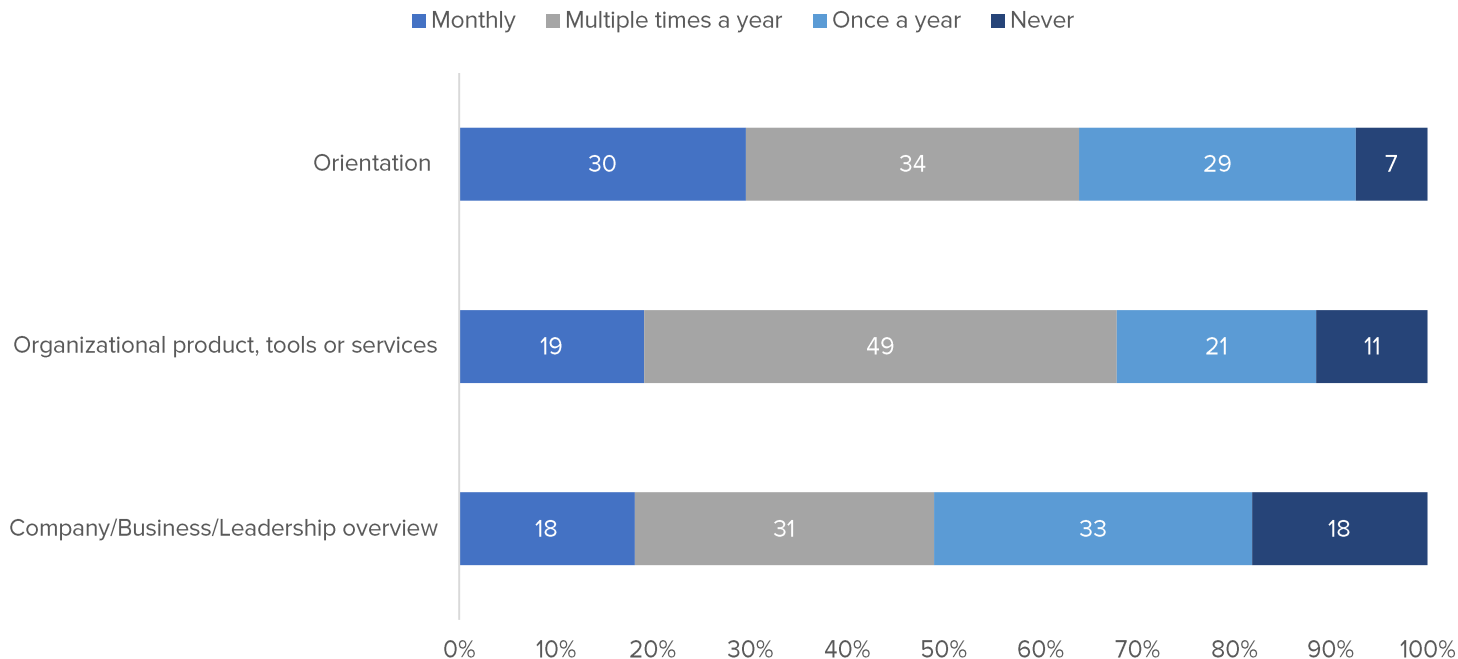
Frequency of Compliance Training Program Offerings





How frequently does your employer offer the following onboarding programs?

Frequency of Onboarding Training Program Offerings



Questions?

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