

MaxKnowledge Performance Blog

Employee Training - A Cost Center?

by Amir Moghadam, Ph.D. - March 16, 2009

Many schools view employee training as a cost item needed to meet compliance requirements for professional development and continuing education. They ramp up their employee training programs just before their state license or accreditation is up for evaluation and renewal. And many of these "compliance-driven" institutions find the cheapest way to provide the training to their employees with no consideration for the usefulness of the training. So instead of providing timely and effective training to enhance employee and organizational performance, they end up spending a significant amount of money with no return on investment.

My question for these compliance-driven institutions is this. If you have to provide professional development opportunities for your employees to meet your compliance requirements, why not do it right to get bottom line results? State licensing bodies and accrediting agencies have established professional development requirements in an attempt to further increase the quality of school operations. Their intent is not to simply increase your cost of operations. If done right, training should increase the quality, efficiency and profitability of your operations.

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