

MaxKnowledge Performance Blog

Measuring the ROI of your Employee Training Programs

by Amir Moghadam, Ph.D. - April 15, 2009

I have seen many "quality-driven" schools that view training as an essential component of their continuous improvement plan. The leaders of these institutions are completely sold on the value of training and are convinced that timely and effective training is needed to ensure quality and profitability. Naturally, these quality-driven schools automatically meet the compliance requirements set forth by their licensing and accrediting agencies.

My question for these quality-driven institutions is this. Do you measure the return on investment (ROI) for your employee training programs? I know it's not easy to isolate and measure the impact of training programs. However, measuring training ROI is good business practice. By determining the return on your training investments, you will be able to select and implement the right programs at the right time to improve your bottom line.

Dr. Amir Moghadam is Founder and CEO of MaxKnowledge. Moghadam has over 20 years of experience in career education, serving in many capacities including Professor, Director of Education, Academic Dean, Director of Student Affairs, Campus Director, College President/Owner, and International Training Consultant. He earned his Ph.D. in Engineering from the University of Cambridge, and his accomplishments have been recognized in Who's Who in American Education and Who's Who in the World.