# **Video Title:** HR Basics: Training and Development

**Video URL:** <https://www.youtube.com/watch?v=CLr-xaQEnkE>

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**Close Caption Available:** Yes

Many consider training and development as an expense. Of course, for accounting purposes, it is an expense. But from a strategic perspective, training and development is an investment. Just as we provide budget funding to maintain and upgrade equipment, we need to provide budget funds to maintain and upgrade our most valuable asset—our employees.

A July 2020 Gallup poll found employee engagement higher than it has been for several years. Even so, that poll found only 40% of employees engaged at work! Employees often become disengaged at work soon after joining the business. This is often due to unrealistic expectations about the job assignment. Sometimes company management is too slow in developing jobs as the business grows.

Training and development play an important role in employee engagement and employee retention. Training is the development and delivery of information people will use in their jobs. Development refers to learning interventions that make people better. At the most basic level, training and development is a both a perk and a clear sign to the employee that the organization cares enough about them to make an investment in them.

Questions:

1. Why do so few employees report feeling disengaged at work?
2. Are businesses taking greater interest in training and development?
3. One of the challenges in teaching large groups of diverse people is that every employee has their own learning style. How can businesses develop effective training and development programs with so many different learning styles?