

Dr. Die Cast



What's Your Training Budget for Future Success?

No one would ever state that they are happy to work with a poorly trained workforce. So what is your plan? Is there a "line-item" in your annual budget for "training"? What should that line-item include? I believe that the investment in training is not fully recognized. What are the elements of training that must be included and budgeted for?

I would say that the cost of the instructor and training materials is incidental compared to your employee's time in the classroom and away from their normal duties. If I have an "iron-clad" policy of no overtime and a tight production schedule, then training will remain a low priority. The employee's training time will be accounted for either as production or training and that is exactly the area that must be addressed.

How about scheduling? Do we ask our workers to attend on their own time? Or on a shift other than their normal work hours? Why not train them when they are at their peak during their normal shifts. It is much easier for an instructor to adjust their work hours than an entire shift.

On-site or off? One phenomena that I have experienced training in North America compared to off-shore. While holding classes on-site, it is very common in the USA for people to get pulled from the classroom to "take care of problems". It is difficult to measure what they missed but it could have been that one thing that would have prevented the crisis they were just called to solve. Off-shore, I have observed that interruptions are not tolerated. No one is pulled from the classroom for any

reason. The students receive all the scheduled training without interruptions. That is a discipline that we need to adopt in order to be competitive.

Studies have shown that many who are currently employed as well as new hires lack many of the basic education needs for a technical work environment. If each company is an island surrounded by people who lack the required education then we might just have to provide it ourselves. State run schools can only provide basics. Only you know the specialized needs of your industry, equipment and processes.

So I repeat, are you ready to create a training budget for success?



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