

# The Four Ws of Employee Training

Effective employee training creates more knowledgeable, motivated, and safe workers. Follow the four Ws to find out more about how the happiest and most appreciated employees are those that have been properly trained.



## WHO

Certain industries, such as **energy, utilities, pharmaceuticals, high-tech manufacturing, and aviation**, come with high levels of physical and financial risk that can be mitigated by effective training programs. When beginning any training program, allow plenty of time to define the audience so that the training is relevant to attendees.

INCREASING YOUR  
EDUCATIONAL  
DEVELOPMENT SPEND BY

**10%**

CAN PRODUCE AN

**8.6%**

BUMP IN PRODUCTIVITY<sup>1</sup>

## WHAT

Effective employee training begins with a comprehensive training program framework:

- **Budgeting**
- **Needs assessment and learning objectives**
- **Considering the audience, learning styles, and best modes of delivery**
- **Sequencing content, setting timelines, and communicating to employees**
- **Measuring effectiveness and gathering feedback**

## WHERE

Employees who feel unable to fulfill their career goals are

**12x MORE LIKELY**  
TO LEAVE THE COMPANY<sup>2</sup>

**\$1500** IN TRAINING  
PER EMPLOYEE  
CAN MEAN  
**24% MORE PROFIT**<sup>3</sup>



In-person, one-on-one training is best conducted in areas familiar to employees and near where daily duties are carried out. The trainer can then use visual cues to spur interaction.

## WHY

Employees must understand the benefits behind the training, whether it's saving time and money, improved efficiency and productivity, or a valuable addition to a company's health and safety program.

**When the benefits are clear, employee training gains long-term traction.**

Learn how Fit For Work can help create and maintain an effective training program for your workplace.

GIVE US A CALL:

**877-348-4975**

Find out more at: [wellworkforce.com](http://wellworkforce.com)

**"THE FUTURE IS PREVENTION. THE FUTURE IS NOW."**

Fit For Work is an established national provider of innovative workplace injury prevention services that has unmatched expertise and sustainability.

