

The Employee Training You Need To Have In Place

Description

You will already understand the importance of employee training, as the better equipped they are to their jobs, the better your business will become. However, when looking at their training needs, it is important to look beyond the skills-based courses that are directly linked to their job roles. It might be worth checking out [8 communication examples for engaging your frontline](#) to help give a better idea of how to implement your own training. There are other types of training that should be offered to your team and these include the following.



[image](#)

#1: Diversity training

Diversity training is any type of program that is designed to facilitate positive interactions in the workplace. It will help your employees understand and become more respectful of one another, regardless of their culture, skin color, disability, gender, age, or sexuality. The training should also encourage them to report workplace harassment if they see any instances of discrimination. If an employee is facing any type of discrimination from their gender to their skin color, they have to report it so it can be stopped as quickly as possible. If they have already done so with their employer and steps have not been put in place to stamp it out, the next port of call would be a lawyer as this can cause great distress and depression. After all, [employment lawyers work on your behalf](#), so theyâ€™re the best people to turn to if you feel like your voice isnâ€™t being heard and your complaint isnâ€™t being taken seriously.

Statistics have shown that a [third of adults have experienced some form of workplace discrimination](#), so the importance of diversity training cannot be underestimated. By investing in the necessary courses (or by carrying out the training yourself), you will reduce the chances of workplace bullying and make your employees feel safer within your business. As such, there will be fewer complaints, less chance of anyone needing a [disability lawyer](#), reduced risk of employee turnover, and increased productivity due to a happier working environment.

#2: Health and Safety training

How safe is your workplace? If there are any potential hazards, your employees could be at risk of an injury. Health and safety training can minimize such risks, so this is something that needs to be considered. Generally speaking, such training can be delivered with the help of [HSEQ management systems](#) and should include advice on avoiding trip and fall hazards, fire safety tips that include a discussion of the different colors of fire extinguisher used in your business, and practice of the emergency procedures that should be used if anything goes wrong. Training should also be tailored to the specific dangers in your business, including those related to machinery and equipment.

This type of training is clearly important as employee safety has to be paramount. However, you are also required by law to provide health and safety training so you do need to make sure you're complying with legislation. You will run into fewer legal difficulties if you do, including those that your employees might cause if they ever suffer an injury on your premises.

#3: Leadership training

Not every employee will need [leadership training](#). But if you are looking for people to fill management positions or to head up small teams for short term projects, then leadership training is a must. It will help your chosen employees to hone their communication and people skills and will give them the ability to manage crisis situations.

While this type of training will obviously be beneficial to the people you select for leadership positions, it will also benefit your wider team. If they have a good leader to look up to and learn from, you will better engage your employees and increase their productivity. This type of training will also improve retention rates in your business, as those who want to work their way up the career ladder will be happier to stay with you if you provide them with leadership opportunities.

We haven't covered every facet of employee training here so there may be other types for you to consider. Think about both the needs of your employees and the needs of your business and then look for the relevant training courses. By doing so, you will strengthen your team and improve your business, so consider the investment worth it.

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