

ANOTHER MITEK ADVANTAGE

TRAINING FOR THE FUTURE

A key asset for any businesses is its staff. And the success or failure of an organisation will often be determined by the competence and customer focus of its employees.

So if one of your major assets is your staff, it then makes sense to not only ensure they are appreciated but that their skill levels in all areas are kept up to date.

Training is the question. Unfortunately employee training is often looked upon as an option and not an essential.

A bit like an optional expense that may (or may not) be considered necessary rather than an investment (e.g. buying a new piece of machinery) for growth into the future.

In some instances employees are taken aside and trained for new roles within the company and this is seen as a positive move for both the employee, as well as a long term benefit for the company.

But training should not be limited to only new roles.

All employees can benefit, and employers should be aware that unless skills are being kept up to date there is always the potential for losses in productivity or even staff.

Why is it so important to embed a training philosophy within an organisation?

The labour market today is very competitive and the choices on offer to new entrants into the market place are exhaustive.

Large companies, small companies, government agencies, schools - the list goes on and on; all want and need skilled and dedicated staff.

The competition is fierce. Good staff are hard to find and once found, they need to be kept up to date; and keeping them up to date with the changing nature of their business will help to ensure new ideas flow into your company.

Employees are innovative, creative and are selling your company's product every day. They are the ones that will help bring success.

By **MARK SMILES**

*senior fabricator support manager,
MiTek Australia Limited*

So given that training is important, what does it take to make training worthwhile?

As is the case with any initiative, the place to start is at the top.

Management must embrace, support and recognise the need, and benefits to be gained from, ongoing training for both new and existing staff.



It must, as already mentioned, become an ingrained feature of the business.

Accountability and responsibility need to be built into the structure and be managed, controlled and monitored to ensure its success.

Part of this process also involves the need to treat the results as a return on investment and not passed off as an unwanted expense.

This in turn requires identifying the type of training required - something that will vary from place to place.

Induction of a new employee is an obvious place to start, but thinking ahead to anticipate their future needs is more difficult.

Equally, existing employees need to acquire new skills and knowledge for any number of reasons and this becomes a process for review on a regular basis.

Although the focus will be targeted on 'business needs' and how this will benefit the organisation, the secondary effect will often be the developing of a stronger commitment and loyalty from employees.

Training gives all people in the organisation the ability to achieve their full potential and, over time, will build a depth of talent into the company which becomes a very valuable resource for future growth.

Where to look?

There are a myriad of options, from

in-house training to external consultants.

Internal training is valuable and popular but not all companies have the resources.

External training from industry consultants is a great resource where fresh ideas and up to date thinking can be delivered in a professional manner.

If it's training of a specialised nature then a direct approach to the source may be the best option - e.g. learning new estimating and detailing software - then attendance at any number of the training courses provided by your nailplate supplier is an option.

Companies with a good track record for looking after the well being of their staff develop loyalty, and in a market where good staff are highly prized, any advantage you can bring to your workplace is a must. **TTN**