

— L&D'S ROLE IN — TALENT RETENTION

GATHERED FROM A GLOBAL NETWORK OF LEARNING LEADERS JUST LIKE YOU

The Great Resignation is in full swing, with companies across nearly all industries scrambling to both **retain top talent** and **attract new workers**.



Although there are many reasons why employees quit their jobs, [research](#) by The Work Institute found that a **lack of career development** is the

#1

reason why employees resign.



Given employees' desire for career development, **learning and development (L&D)** has a critical role to play in retaining skilled talent.

Here are **three ways** to leverage L&D for talent retention in your organization:

1 MAKE IT PERSONALIZED

No two employee's challenges, or career goals, are the same.



A **one-size-fit-all training solution** is unlikely to provide the development employees are looking for.

Determine your learners' **short- and long-term goals**, and **deliver targeted training** to help them achieve them — in house.



2 CREATE INTERNAL CAREER PATHWAYS

If employees don't see a **path for career advancement** in your organization, they are likely going to look for it elsewhere.

L&D can help [create clear pathways](#) for advancement, whether that means assuming a **management role** after completing a leadership development program or moving into a **higher-level individual contributor role** after learning a new skill or competency.

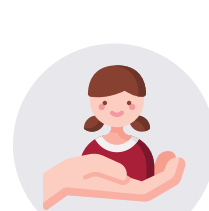


3 PROVIDE HOLISTIC SUPPORT

Your learners are likely **balancing personal and professional responsibilities** and need holistic support as they learn.



Conduct regular **mental health check-ins**.



Encourage learners to utilize company benefits, such as an [employee assistance program \(EAP\)](#) or child care stipend.



By delivering personalized learning, creating internal career pathways and offering holistic support for your learners, your organization will be positioned to **retain top talent** through The Great Resignation and into the future.

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