

Quantifying the Benefits of Training	
Time Savings	
- Shorter lead time to reach proficiency	(hours saved × dollars per hour)
- Less time required to perform an operation	(hours saved × dollars per hour)
- Less supervision required	(supervisory hours saved × supervisory pay per hour)
- Better management of time	(hours freed × dollars per hour × opportunity cost of freed hours)
Increased Productivity	
- Faster work rate	(dollar value of additional units, sales, etc.)
- Time saved by not waiting for help	(hours saved × dollars per hour + hours of helpers time saved × dollars per hour)
- Decreased downtime	(dollar value of reduced nonproductive time) Improved Quality
- Less scrap produced	(dollar value of scrap × decreased scrap level)
- Fewer rejects	(dollar value of reject × decreased reject level)
- Improved market share	(percentage increase in market share × dollar value of increase)
Better Personnel Performance	
- Less absenteeism/tardiness	(hours of increased production × dollars per hour)
- Reduced grievances, claims, accidents	(dollars saved on paperwork, actions, medical claims, insurance, and lost time)
- Avoiding the need to hire new employees	(salary and benefits savings)

Source: Karl M. Kapp, Transforming Your Manufacturing Organization Into a Learning Organization, Institute for Interactive Technologies, Bloomsburg University, Pennsylvania.

The Leadership Journey is a supervisory, management, and leadership training system consisting of 24 courses delivered on DVD, CD-ROM, VHS, and Online.

Call 1-800-541-7872 or visit www.btedemo.com to preview courses.

Page 1