Employer training in Australia: Current practices and concerns

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Video Byte

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Abstract

On-the-job training is critical to any enterprise But how and why employers train employees remains something of a mystery especially in Australia, where research on the subject appears outdated To provide a fresh look, researchers surveyed employers across several industries including government and community services retail and manufacturing Reasons for training seemed to agree with findings reported in older studies But some new trends emerged such as an accelerated need to master new technologies and an increased focus on business strategy— indications of a continuously changing workplace across the board And while financial constraints present a major barrier to training, companies report doing more training than they did five years ago with the amount of training not necessarily linked to the size of an organization Although comparative studies with other countries are needed to tease out further trends these findings could help organizations make more cost-effective decisions and formulate better business plans Smith, Callan, Tuck & Smith. "Employer training in Australia: Current practices and concerns." International Journal of Training and Development (2019).