

Training Trifecta

Skills, Software & State Compliance

June 25, 2025



Housekeeping Items

Before We Get Started



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Before We Get Started



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A survey will be sent out after the webinar.

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Meet Your Presenter



Amy Miller

VP of Training
PNI•HCM

Our Agenda

- Uncovering the Skills Gap
- Streamline Compliance Training
- Engaging & Retaining Your Employees
- Resources for Skills-Based Training
- Review of Learn & Grow and our 90,000 course library



Identified Skills Gaps



Technical Skills

- AI
- Analytics
- Security
- Software



Cognitive Skills

- Problem Solving
- Creative Thinking
- Critical Thinking



Leadership & Decision Making

- Decision Making
- Leadership Qualities
- Emotional Intelligence



Compliance & Legal Standards

- Company Policy
- State / National Mandates



Engagement & Utilization

- Existing Skills
- Engagement
- Performance Standards

Impact / Challenges of Skills Gaps



Decreased Productivity

Hindered Innovation

Increased Operational Costs

Lack of Training Programs

Lack of Qualified Employees

Job Dissatisfaction

Reskilling helps us retain our top talent.
Employees are more likely to stay with a
company that invests in their
development and provides
opportunities for growth.



Addressing the Skills Gap

Continuous Training Investment

Workshops & Online Courses

Mentorship & Cross-Training

Culture of Lifelong Learning



Compliance Training

- ☐ Sexual Harassment
- ☐ Workplace Violence / Workplace Harassment
- ☐ Work Safety & Health Training (OSHA)
- ☐ Compliance & Legal
- ☐ HIPAA
- ☐ Hazardous Materials Regulations
- ☐ Anti-Bullying Training
- ☐ Human Trafficking
- ☐ Diversity & Inclusion Training*

Polling Question

Companies who focus on a strong learning culture experience ____% of higher productivity?

*Polls will appear above the chat window.

Types of Training Programs



Onboarding Programs



Leadership Development



Skills Training



Compliance Training

Implementing Effective Learning Strategies



Polling Question

What percentage of employees feel they are missing the skills they need for their current job?

*Polls will appear above the chat window.



Steps to Implementing a Training Plan

1.

Identifying the Skill
Gaps / Reskilling Needs

2.

Developing / Locating
Targeted Training

3.

Setting a Timeline for
Execution / Completion

Polling Question

_____ % of employees who receive poor job training leave their positions within the first year.

*Polls will appear above the chat window.

Personalized Learning Paths

Tailored Training Programs

Personalized learning paths allow organizations to create training programs that align with individual employee goals and needs.

Enhanced Engagement

By catering to unique learning styles, personalized paths increase employee engagement and motivation in training.

Relevant Training

Customizing training ensures employees receive knowledge and skills that are directly applicable to their roles.





Utilizing Technology in Training



E-Learning Platforms

E-learning platforms offer a range of courses accessible anytime, allowing learners to study at their own pace.



Webinars for Training

Webinars provide live, interactive training sessions that facilitate real-time engagement between instructors and participants.



Mobile Training Applications

Mobile training applications enable learners to access training materials on-the-go, ensuring flexibility in learning schedules.

Mentorship & Coaching

Support for Development

Mentorship and coaching are essential for providing support in employee development, fostering growth and learning.

Role of Mentors

Mentors offer guidance and insight drawn from their experiences, enriching the learning process for mentees.

Coaching for Goals

Coaches assist individuals in setting and achieving personal and professional goals, enhancing their overall performance.



Implementing an LMS System



Centralized Learning



Personalized Learning Paths



Enhanced Engagement



Tracking & Reporting



Scalability

Let's Take a Look at Learn & Grow

Powered by **Assured** University



Amy C Miller

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Status: Overdue

GO1-36770293 - Harassment Prevention: US Non-Supervisor; All States

Type: Course

Due: May 19th, 2025

Status: Overdue

GO1-36770301 - Harassment Prevention: US Supervisor; All States

Type: Course

Due: May 19th, 2025

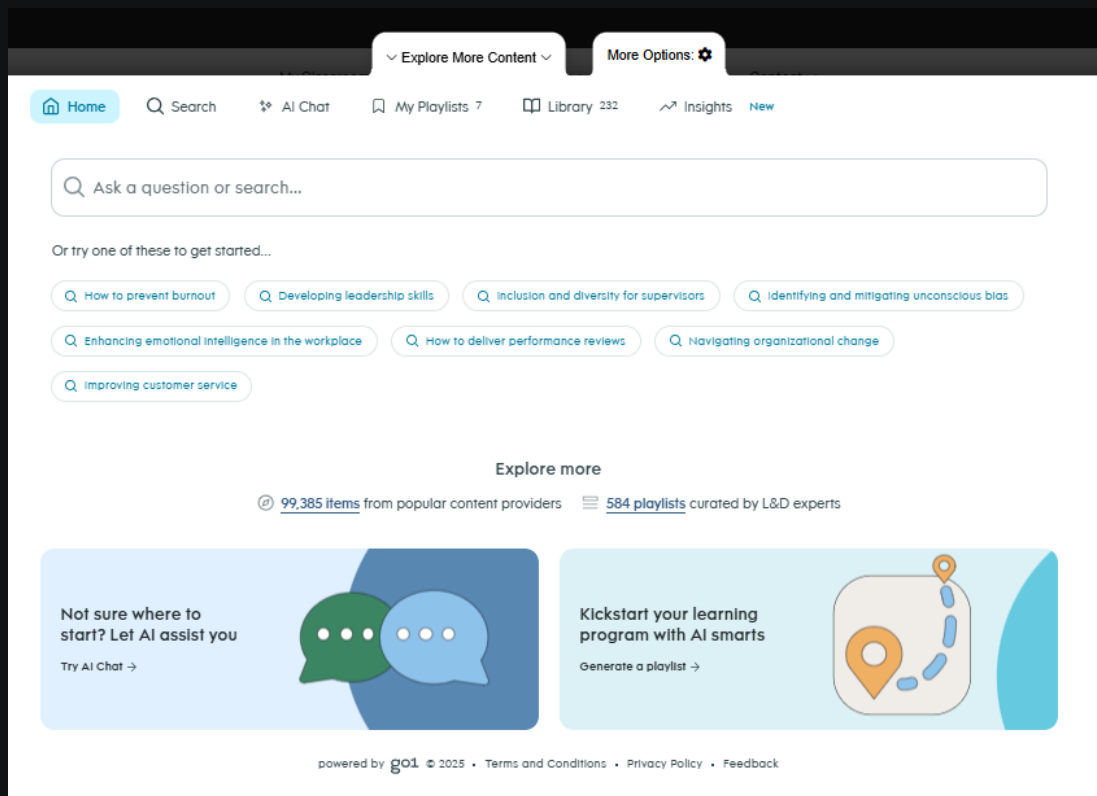
Status: Complete

2025 Security Essentials

Type: Path

Due: March 31st, 2025

Completed: April 18th, 2025



**Access Over
90,000
Courses!**



Evaluating Training Effectiveness

Importance of Evaluation

Evaluating training programs is crucial for identifying areas of improvement and ensuring alignment with organizational goals.

Defining Metrics

Organizations should define clear metrics to measure training effectiveness and its impact on employee performance.

Feedback Mechanisms

Establishing robust feedback mechanisms enables organizations to gather insights from participants and improve future training sessions.

Thank you for joining us today!

Any questions?

Join Us Next Month!

isolved Self-Service Tools & Starter Tips for Self-Sufficient Employees

July 16, 2025



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