



How to build a **connected** workforce development strategy

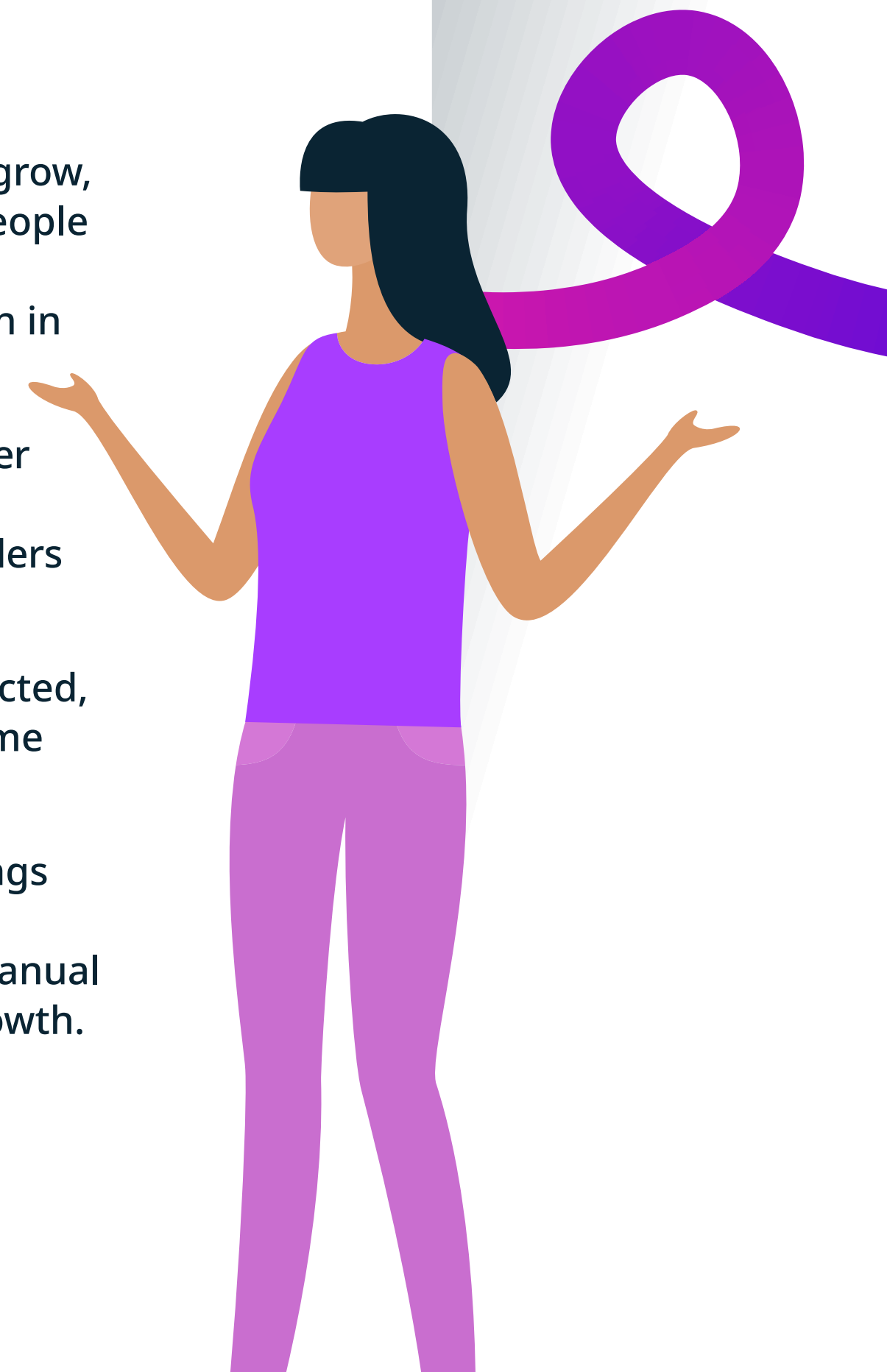
Workforce development involves more than delivering training.

For many HR teams, it means helping employees grow, managing compliance requirements, preparing people for future roles and giving leaders a clear view of workforce needs. But these activities often happen in separate systems, spreadsheets and processes.

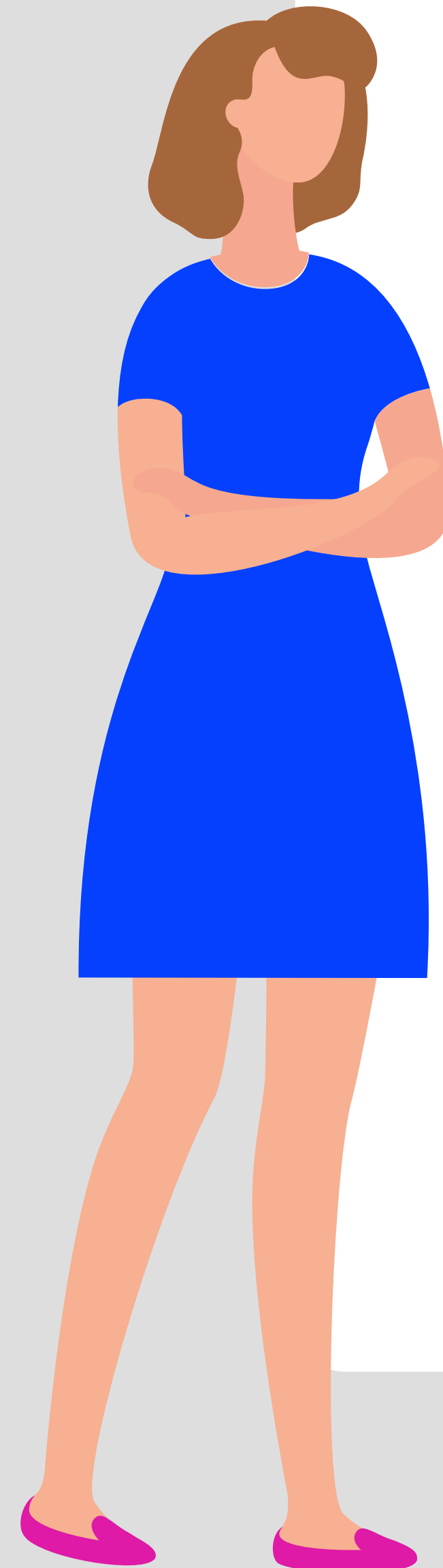
An employee completes required training. A manager talks about career goals during a one-on-one. HR tracks compliance deadlines in a spreadsheet. Leaders ask whether teams are ready for what comes next.

Each activity matters. But when they are disconnected, HR spends more time chasing updates and less time shaping strategy.

A connected workforce development strategy brings learning, compliance, employee development and reporting together. This helps HR teams reduce manual work, improve visibility and support employee growth.



Signs your **workforce** development strategy may be disconnected



Your learning and development processes may be harder to manage than they need to be if:

- HR still relies on spreadsheets to track required training or course completion
- Managers follow up with employees manually about overdue learning
- Employees complete courses but do not understand how learning connects to future roles
- HR has to pull information from multiple places before audits, leadership meetings or compliance reviews
- Leaders struggle to see where skill gaps or participation trends are starting to appear
- Learning activity, development goals and reporting data are not easy to view together



A connected approach helps turn scattered tasks into a more consistent workforce development experience for employees, managers and HR.

What a **connected** workforce development strategy should include

A stronger strategy connects **four areas** that often operate separately:

1 Learning and compliance

2 Learning and employee growth

3 Learning data and workforce decisions

4 Learning processes across HR, managers and employees



When these areas work together, organizations can spend less time managing disconnected tasks and more time helping people grow.



1 Connect learning and compliance

Many organizations treat compliance and employee development as separate activities.

For example, HR may need to confirm whether employees completed required training before a deadline. Managers may be following up by email. Someone may still need to update a spreadsheet so the organization has a record of what happened.

That process can make compliance harder to oversee. It can also increase the risk of missed steps.

A more connected approach means required training, reminders and reporting are managed within the same learning process. Instead of chasing information across different places, HR teams can track completion status, identify follow-up needs and see where gaps may exist.

What connected compliance should include



Course completion / compliance

Track required learning and identify employees who have not completed assigned courses



Notifications and reminders

Help employees stay on track without constant manual follow-up

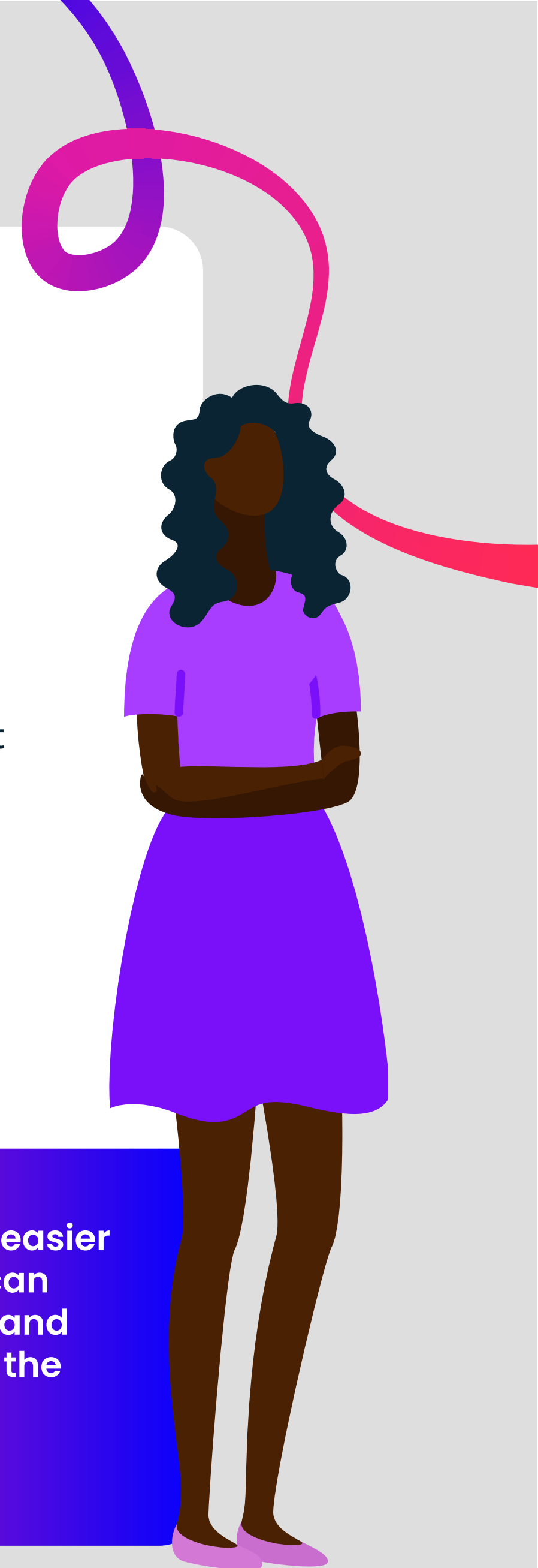


Learning reporting

Give HR and managers a clearer view of completion status, progress and possible risk areas



When compliance and learning are easier to oversee together, organizations can spend less time tracking processes and more time helping employees build the skills they need.



2 Connect learning to employee growth

Employees are more likely to engage with development when they understand how it supports their future.

Learning programs can feel disconnected from career growth. Employees may complete courses but still struggle to see how those efforts relate to new responsibilities, internal mobility or long-term goals.

A stronger strategy connects learning activity to development goals. This may include structured learning pathways, playlists and recommended content that help employees prepare for future roles.

What connected employee growth should include



Learning pathways

Help employees understand how development activities support career growth



Playlists

Organize relevant learning content so employees have a clear place to start



AI recommendations

Provide learning recommendations based on objectives, goals, interests and completed courses

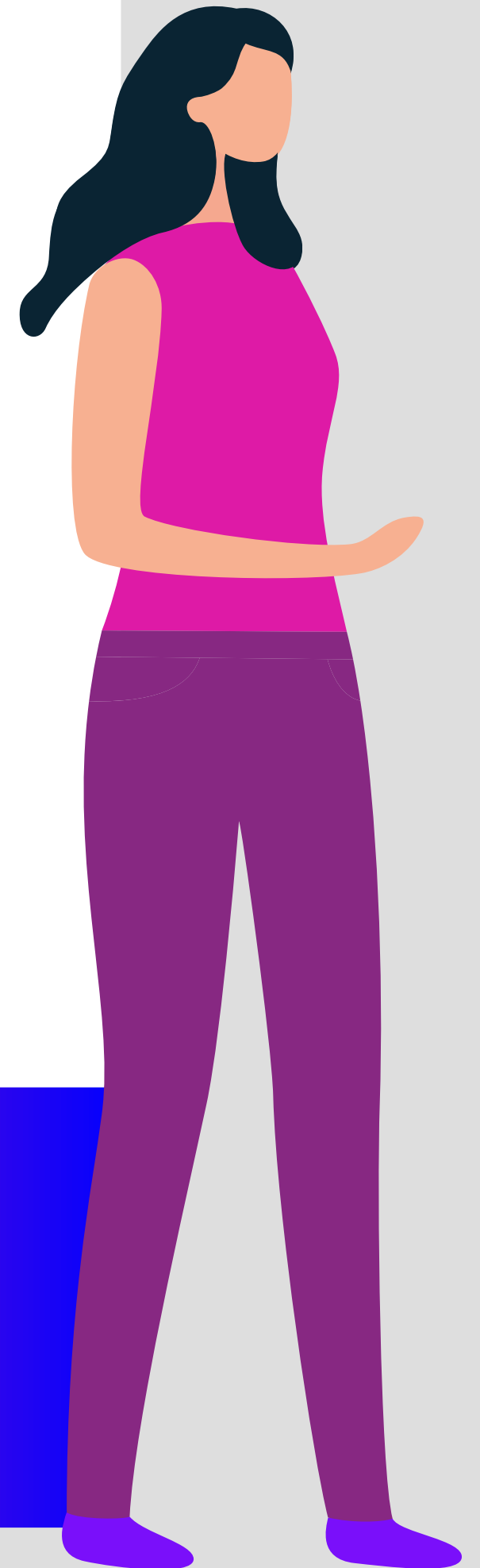


Role competencies and talent profile

Help connect employee skills, accomplishments and development needs to future opportunities



When employees understand why learning matters, development becomes more useful for both the employee and the organization.

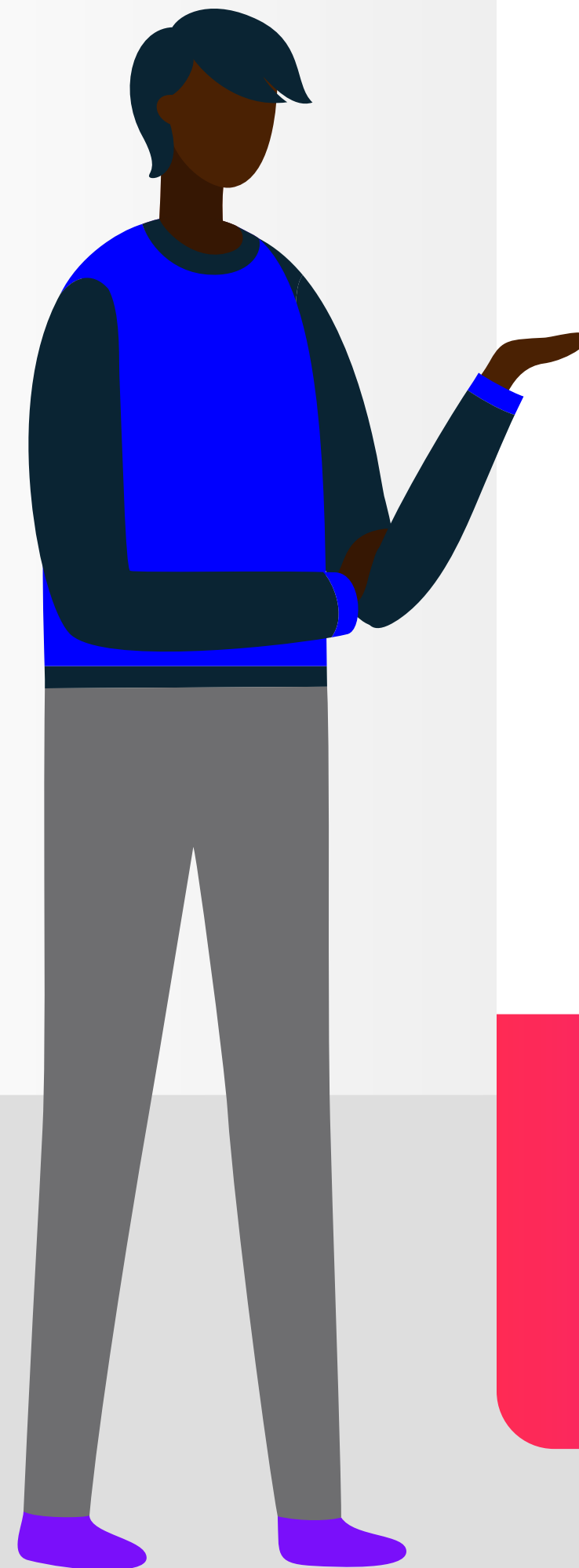


3 Connect learning data to workforce decisions

Most organizations collect learning and training information. The challenge is turning that information into something useful.

Leaders may need to know whether a team is ready for new responsibilities. But if learning records, development plans and reporting data all live in different places, getting a clear answer can take too much time.

A connected workforce development strategy makes learning data easier to access and act on. When reporting is tied to learning activity, HR teams and managers can see who is participating, where progress is happening and where gaps may be starting to appear.



Questions a connected strategy should help answer

- Which employees are completing required learning?
- Which teams may need more support?
- Where are skill gaps starting to appear?
- How is learning activity changing over time?
- Which development activities support future workforce needs?



With clearer reporting, HR teams can make better decisions about training priorities, workforce planning and employee development.

4 Connect processes across HR, managers and employees

Manual work remains one of the biggest challenges for many HR teams.

Tracking completions, sending reminders, updating records and creating reports can take significant time. As organizations grow, these manual processes become harder to manage.

A connected workforce development strategy helps reduce that workload by making routine steps easier to manage and information easier to find.

What better-connected processes can improve



Less manual follow-up

HR teams do not have to chase every update by email



More consistent processes

Employees and managers have a clearer path to follow



Easier access to information

HR can spend less time pulling reports and more time using insights



A better employee experience

Employees can find relevant learning and understand how it supports their growth



The goal is not just to make learning easier to manage. It is to create a better experience for everyone involved in workforce development.



What to centralize first

For HR teams with limited time and resources, building a connected strategy does not have to happen all at once. Start with the areas that create the most manual work or the highest risk.

Consider centralizing:

- Required training records
- Course completion and compliance reporting
- Notifications and reminders
- Learning pathways and playlists
- Employee development goals
- Skills and role competency information
- Reporting for leadership, audits and workforce planning

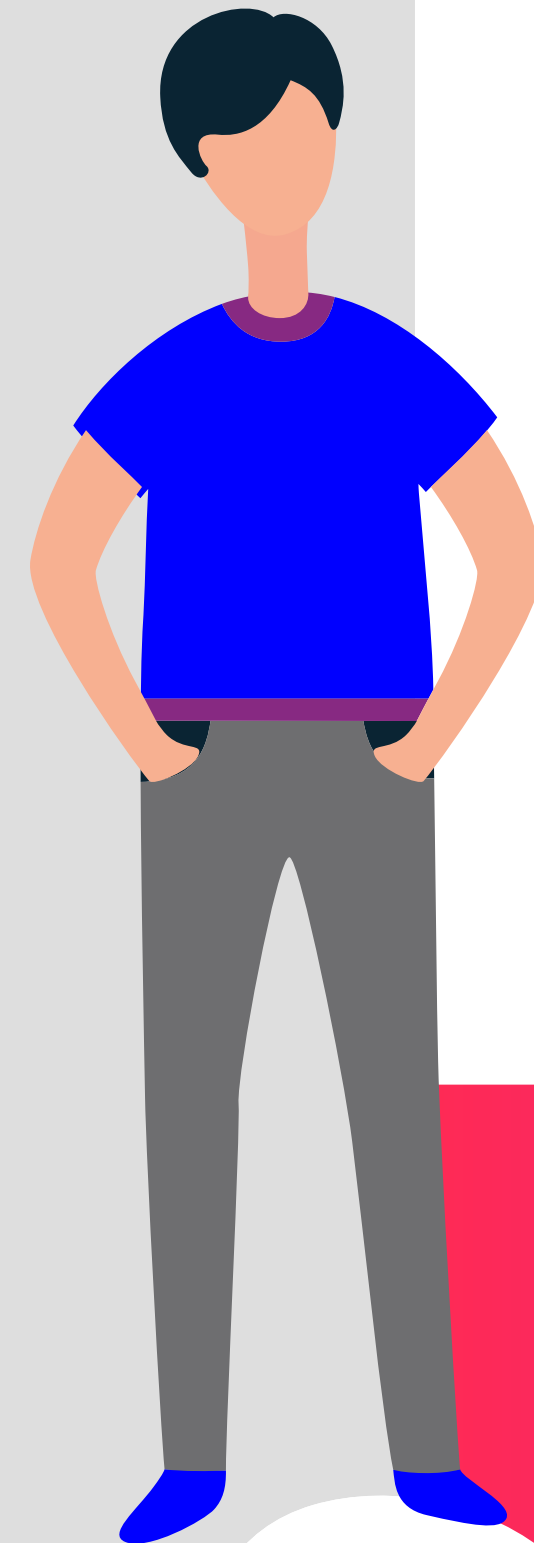


Once these pieces are connected, HR teams can move from reactive tracking to more proactive workforce development.



How People First Learning supports **connected** workforce development

People First, powered by MHR, helps organizations create connected workforce development experiences through tools that bring learning, compliance, reporting and employee growth together.



People First Learning supports connected workforce development through



Learning pathways

Help employees follow structured development plans



Playlists

Organize learning content into focused areas



Course completion / compliance

Help track required learning and identify possible gaps



Notifications and reminders

Reduce manual follow-up



Learning reporting

Give HR teams and managers clearer visibility into learning activity



AI recommendations

Support development with recommendations based on objectives, goals, interests and completed courses



Together, these capabilities help HR teams spend less time managing disconnected processes and more time supporting employee growth, compliance and workforce planning.

Build a more **connected** workforce development strategy

Workforce development has more impact when learning, compliance, employee growth and reporting work together.

For HR teams managing growing workforces, changing requirements and limited resources, a connected approach can help reduce manual work, improve visibility and create more meaningful development experiences for employees.

See how **People First Learning** can help simplify workforce development and improve workforce visibility.



Schedule a demo





About MHR

MHR has been driving innovation across the HRIS space for over 40 years. We don't just meet the industry standard, we exceed it. Engineered with the latest SaaS technology, our product, People First enables increased employee productivity and organizational growth with a demonstratable return on investment.

People First is guided by what our customers and the market demand in a rapidly changing world.

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