

How **workforce** learning
improves retention,
engagement and
HR efficiency



Effective workforce learning programs help organizations



Improve employee retention by supporting career growth



Increase employee engagement through continuous learning

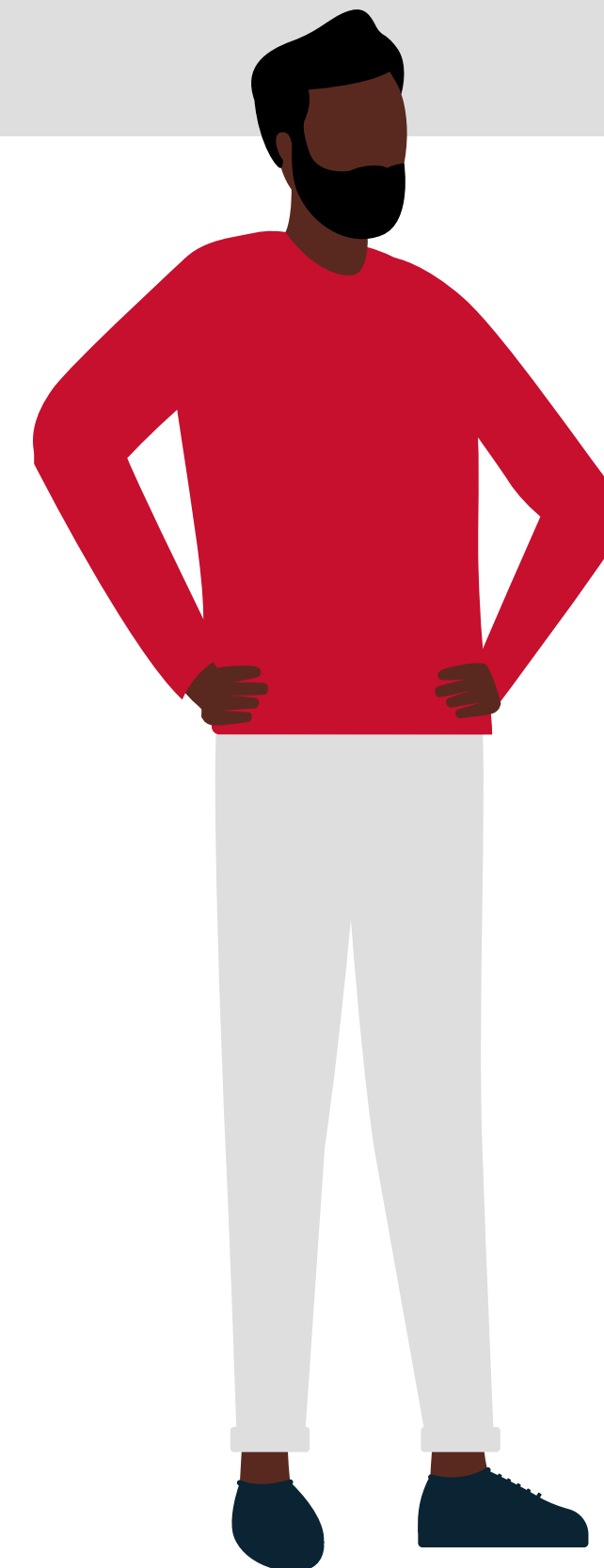


Strengthen workforce readiness and compliance visibility



Reduce HR administration through centralized learning and reporting

The strongest workforce learning programs don't simply deliver training. They help organizations build a more capable and prepared workforce.



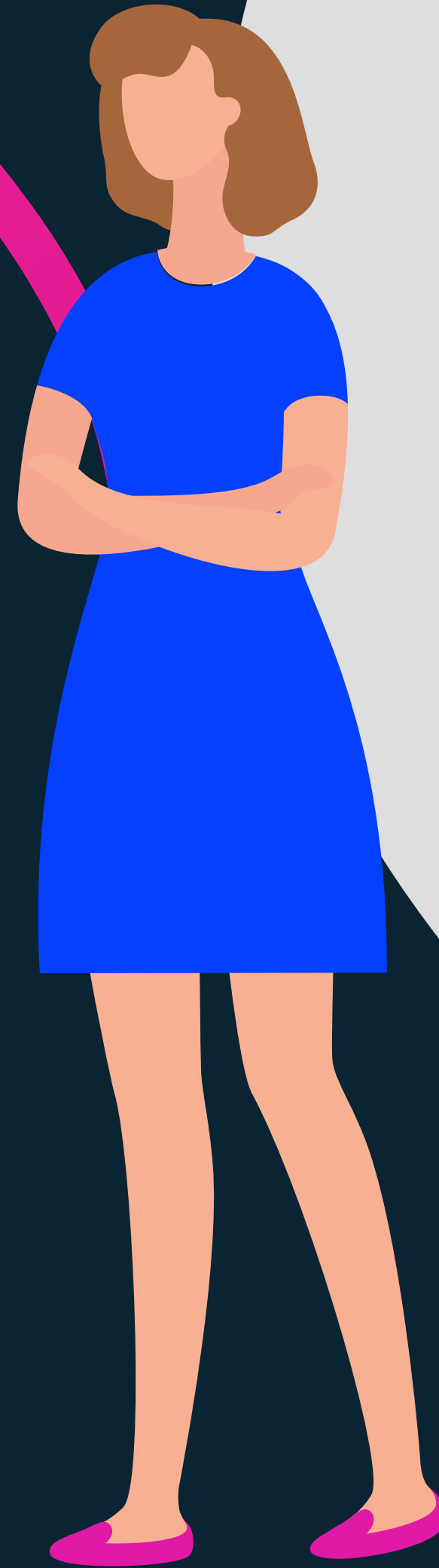
For growing organizations, the challenge is often bigger than offering learning opportunities.

HR teams need to understand whether employees are participating, managers need visibility into progress and leaders need confidence that learning is supporting broader workforce goals.

When learning activity is disconnected from employee data, compliance requirements and reporting, even strong programs can become difficult to manage.

Learning supports retention and engagement

Workforce learning delivers the greatest value when employees can see how development supports both their current role and future career opportunities. Clear learning pathways help employees build new skills, prepare for greater responsibilities and see a path toward future opportunities.



Only

14%

of leaders strongly agree their organization provides effective career development opportunities for employees.

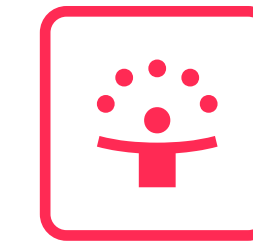
*Source: Work Institute, 2025 Retention Report:
Employee Retention Truths in Today's Workplace.*



Many employees want more than a paycheck. They want opportunities to build new skills, take on greater responsibilities and prepare for future roles. When those opportunities are difficult to find, employees may begin looking elsewhere to achieve their career goals.



For organizations, turnover creates both direct and indirect costs. Replacing employees takes time, disrupts productivity and often requires additional recruiting and onboarding efforts.



Workforce learning helps address this challenge by creating clearer paths for employee growth. Employees gain access to new skills, structured development opportunities and resources that support their long-term career progression.

Example

An employee interested in moving into a leadership position may follow a learning pathway focused on communication, coaching and people management skills. Instead of wondering what comes next, they can see a clear route toward future opportunities within the organization.



Engagement

Employees who have access to relevant learning opportunities are often more engaged in their work and more invested in the organization's success. When development becomes an ongoing part of the employee experience rather than something that happens once a year during a performance review, employees are more likely to participate, build new skills and contribute new ideas.

The most effective programs make learning easy to access and relevant to individual goals. Employees can explore topics that support their current responsibilities while also preparing for future opportunities.

Example

A frontline supervisor may choose courses that strengthen communication or conflict resolution skills. As they apply those skills in their day-to-day work, learning becomes directly connected to their success on the job.



Learning visibility **improves** readiness and compliance

Training programs create the most value when employees actively participate in them. Unfortunately, many businesses struggle to maintain consistent participation across their workforce. Employees may not know which courses are relevant to their role, managers may have limited visibility into progress and HR teams can find it difficult to track activity across multiple systems.

When learning activity is tracked in one place, leaders gain a clearer understanding

of workforce development efforts across teams and departments. They can see which employees are completing required training, which skills are being developed and where additional support may be needed.

Participation also plays an important role in compliance. When employees complete required courses on time and managers have visibility into upcoming deadlines, companies can reduce the risk of missed certifications, overdue training and compliance gaps.



The result is a workforce that's not only completing training but steadily building the knowledge and capabilities to support future business goals.



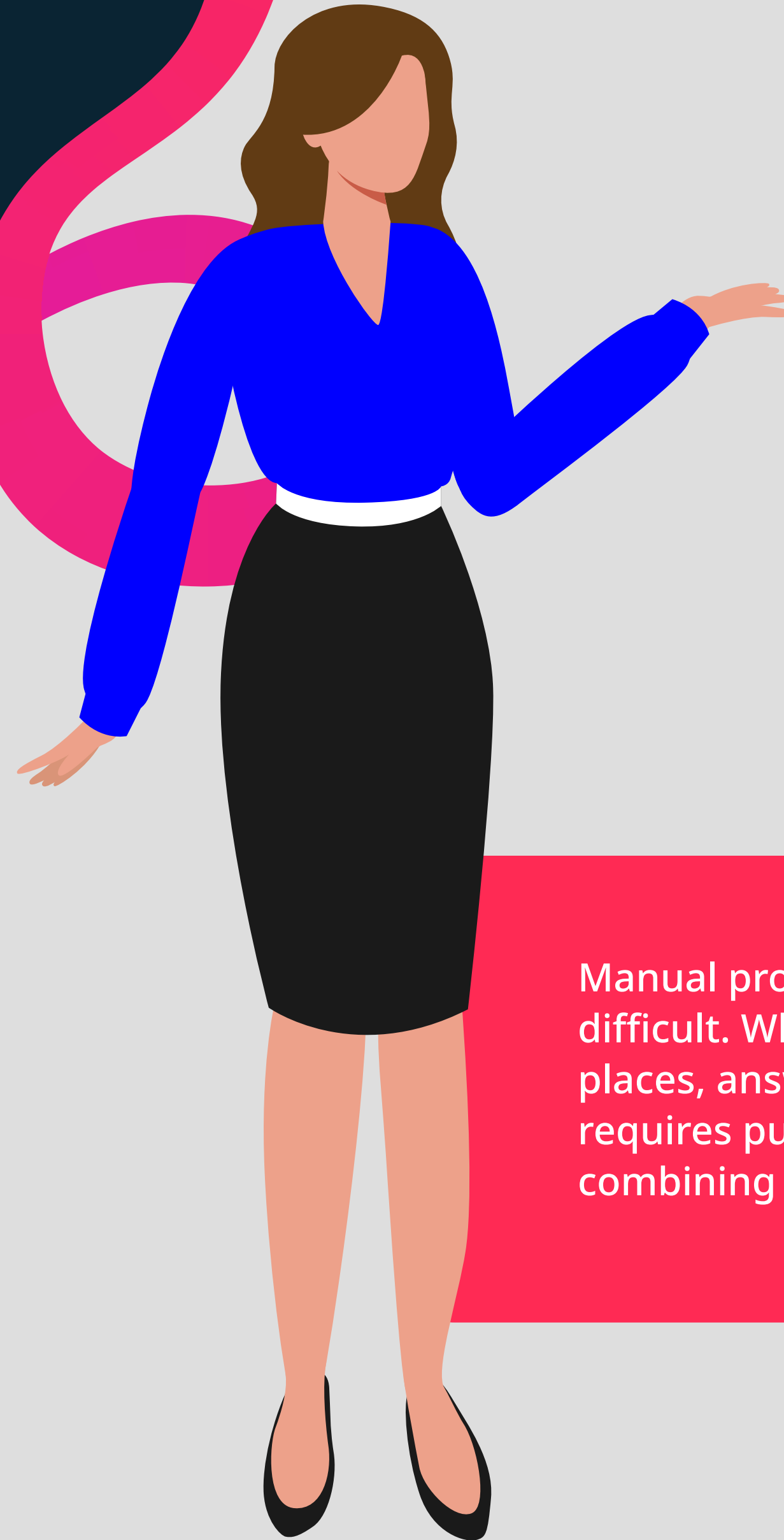
Connected learning **reduces** HR administration

To create lasting value, workforce learning needs more than strong content. It needs connected data, clear workflows and visibility for HR teams, managers and employees.

For many HR teams, the biggest challenge isn't delivering training. It's managing everything that comes with it. Records need to be updated, certifications renewed, managers need progress reports and employees need reminders about upcoming deadlines. When those activities are spread across spreadsheets, email inboxes and multiple systems, even simple tasks can become time-consuming.



Manual learning management **creates** drag



An HR professional might spend part of the morning tracking down course completions, another hour updating compliance records and the afternoon responding to manager questions about training status. None of those tasks are especially difficult, but together they consume time that could be spent on higher-value priorities.

Manual processes can also make reporting more difficult. When information lives in different places, answering basic questions often requires pulling data from multiple sources and combining it into a single report.

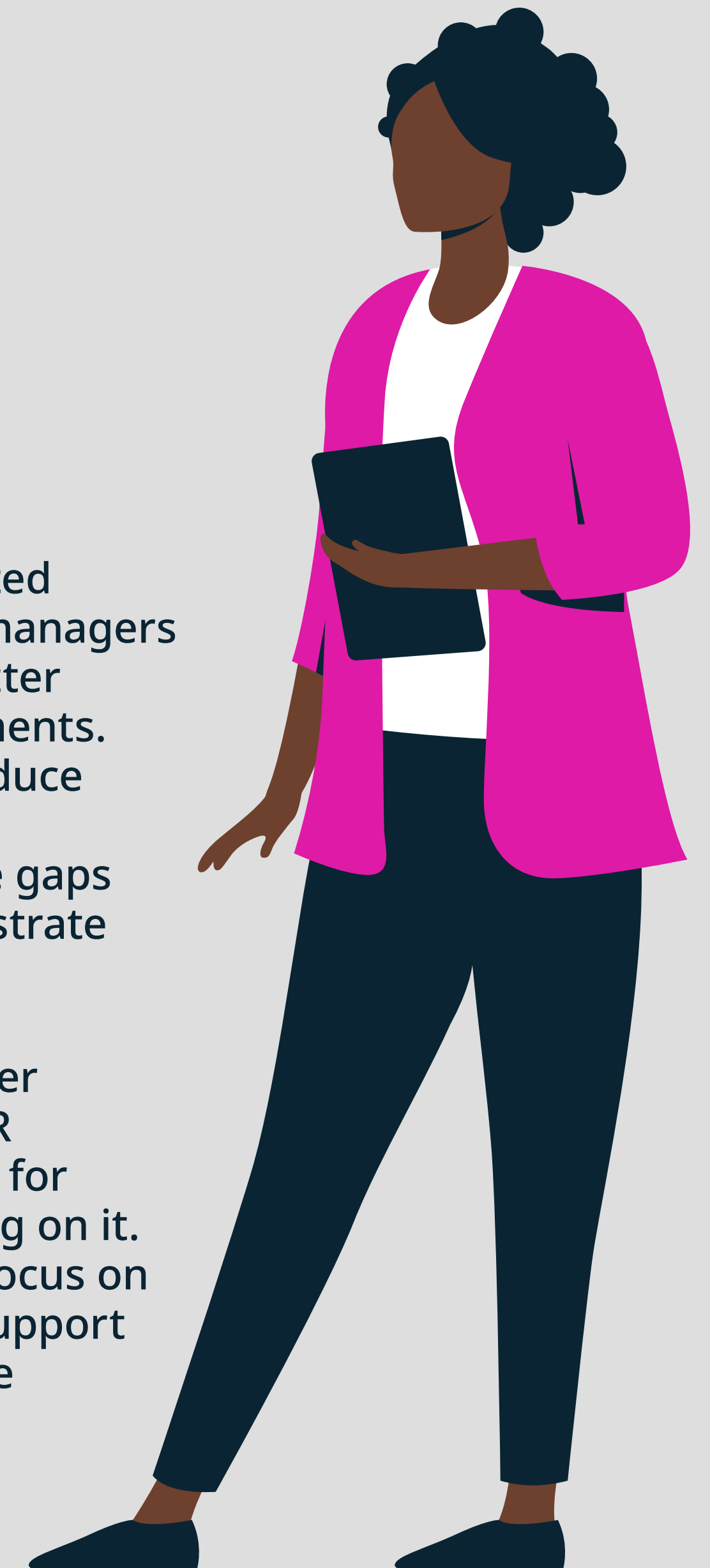
Connected learning management **creates** capacity

When learning information is easier to access, HR teams and managers gain a clearer understanding of workforce development across teams and departments. They can quickly answer questions such as:

- Which employees have completed required training?
- Which certifications are due for renewal next month?
- Which teams are falling behind on compliance requirements?
- Where are participation rates strongest?

Centralized records and automated reminders help employees and managers stay on track while giving HR better visibility into upcoming requirements. As a result, organizations can reduce the risk of missed certifications, overdue training and compliance gaps while making it easier to demonstrate completion when needed.

With clearer reporting and greater visibility into learning activity, HR teams spend less time searching for information and more time acting on it. That gives HR more capacity to focus on workforce planning, employee support and other initiatives that help the business move forward.



Connected workforce learning creates a **multiplier** effect

Employee retention

Give employees clearer paths for growth so they can see a future inside the organization, not outside it.

Employee engagement

Make development part of the everyday employee experience with relevant learning opportunities that support current roles and future goals.

Workforce readiness and compliance

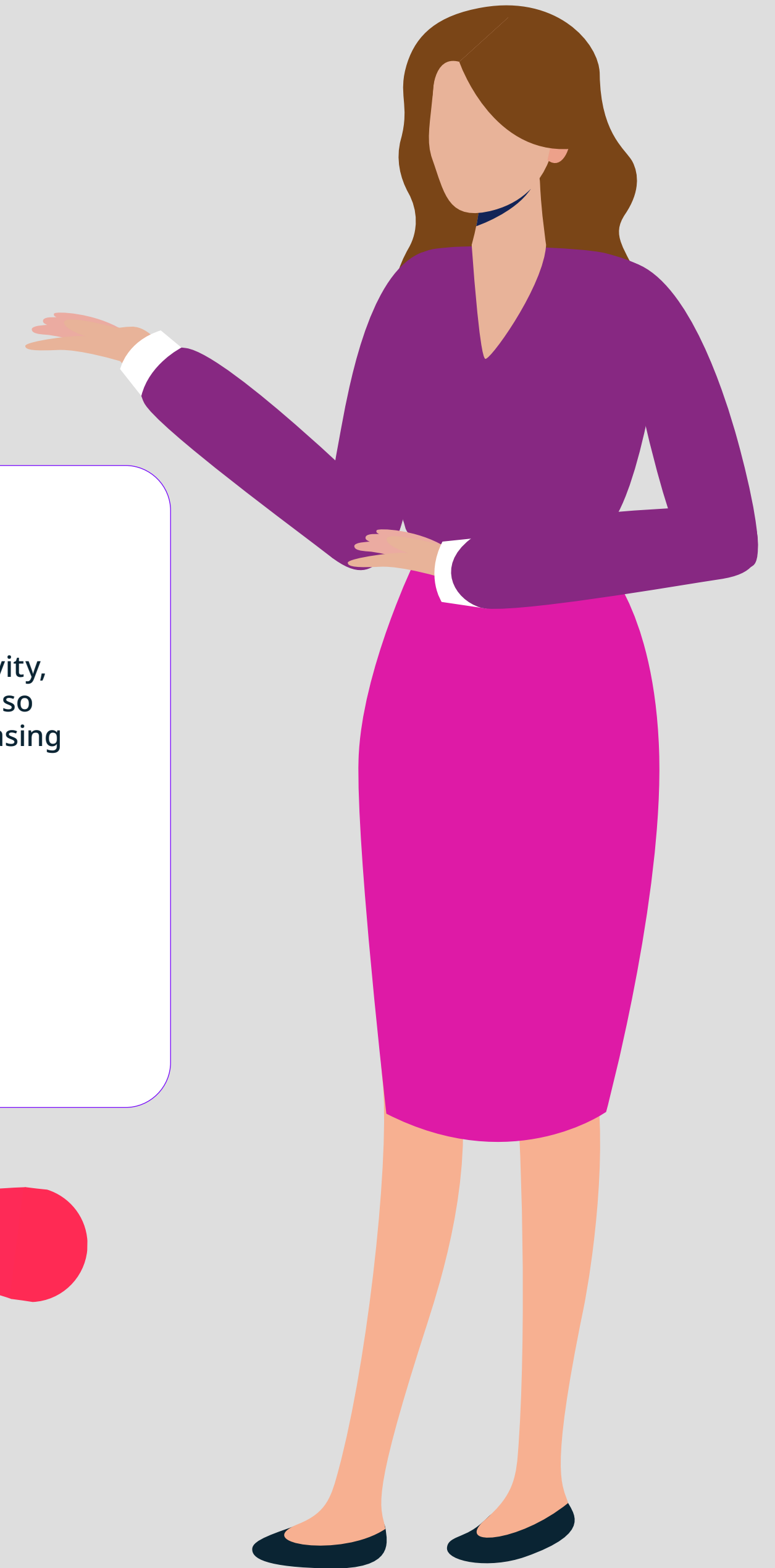
Help managers and HR leaders see which skills are developing, where gaps remain and which requirements need attention.

HR efficiency

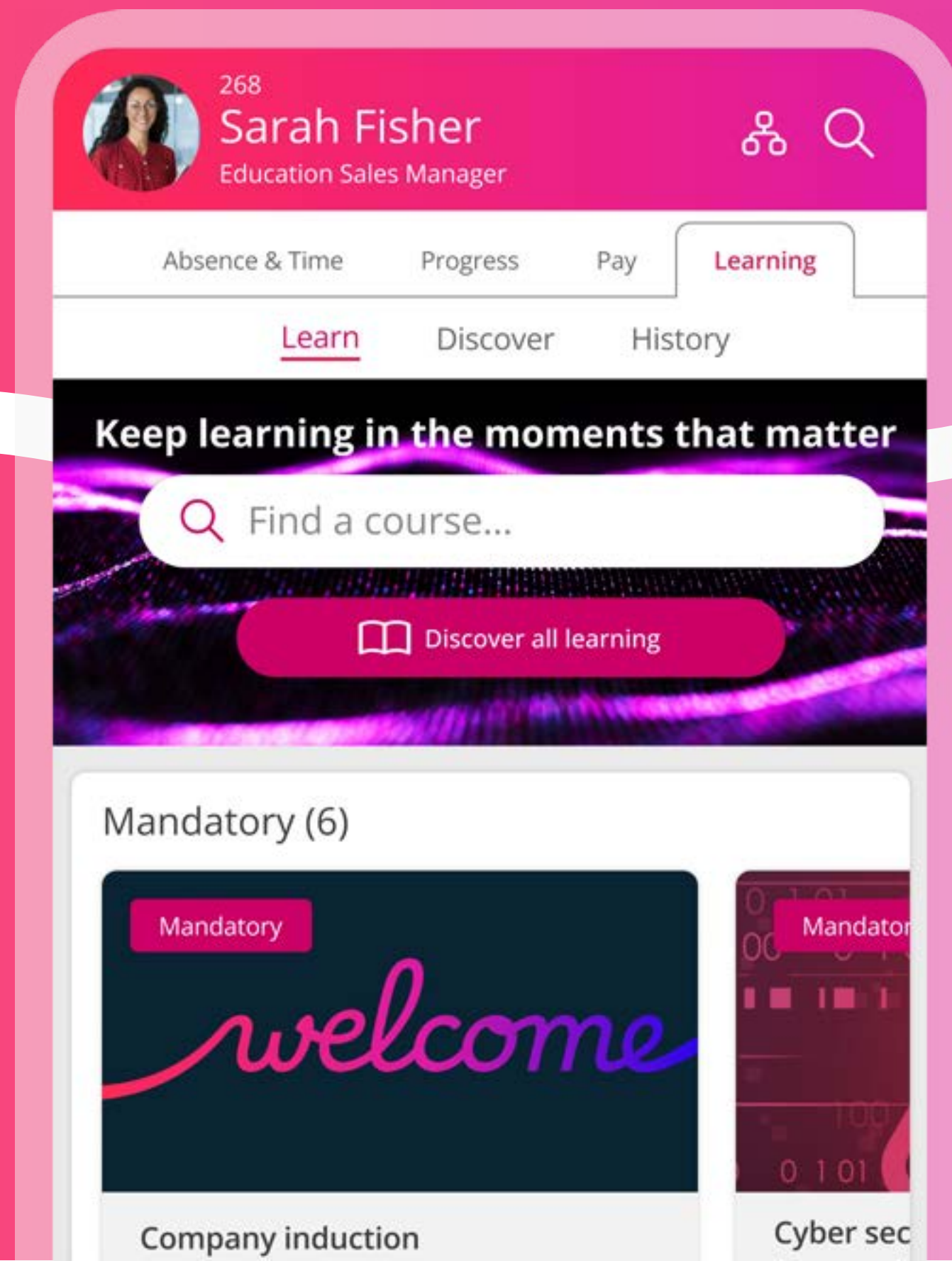
Centralize learning activity, progress and reporting so HR spends less time chasing updates and more time supporting people.



Together, these outcomes help learning become more than a program. They make it a practical driver of retention, engagement, workforce readiness and operational efficiency.



How People First supports workforce learning



People First, powered by MHR, helps organizations bring learning, compliance and workforce information together in one place.

Instead of managing training activities across multiple systems, HR teams and managers gain greater visibility into employee progress, participation and workforce readiness.



Key capabilities support the outcomes HR leaders care about most

Growth

- ✓ **Learning pathways and playlists**
Create structured learning experiences that help employees build skills, prepare for future opportunities and follow clear learning journeys.
- ✓ **Extensive content libraries**
Give employees access to a wide range of learning resources from trusted providers without requiring HR teams to create every course internally.
- ✓ **AI-powered learning recommendations**
Help employees discover relevant learning opportunities based on their interests, goals and previous learning activity.

Reduce administration

- ✓ **Centralized learning records**
Reduce manual tracking by keeping learning activity and compliance information in one place.
- ✓ **Compliance tracking and reminders**
Help employees stay current on required training, certifications and policy requirements while reducing manual follow-up.

Improve visibility

- ✓ **Reporting and workforce insights**
Provide managers and HR leaders with visibility into participation, completion rates and workforce learning activity to support better planning and decision-making.



By connecting these capabilities in one platform, organizations can support employee growth, improve workforce visibility and reduce many of the administrative challenges that often slow learning programs down.

Build your **workforce** learning business case

Organizations realize the greatest value from workforce learning when it's connected to broader business goals.

Use the four outcomes of connected workforce learning — retention, engagement, readiness and efficiency — to frame the business case. Organizations that invest in employee growth, simplify compliance and give leaders better visibility into workforce skills are often better prepared for future challenges. At the same time, HR teams can spend less time on manual administration and more time supporting employees and the business.



Download the guide

Explore practical ways to demonstrate the value of workforce learning and gain support for future learning investments download Building the *Business Case for Connected Workforce Development*.



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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