



Learning as a retention strategy

Help employees see what's next, and give them the tools to get there.

Employees don't always leave because they're dissatisfied with their work. Sometimes they leave because they can't see what's next.

One employee is ready for more responsibility but isn't sure which skills to build next. Their manager wants to support that growth but has no real way to connect it to future roles. Meanwhile, HR is funding learning programs without much insight into whether any of it is helping people move forward.

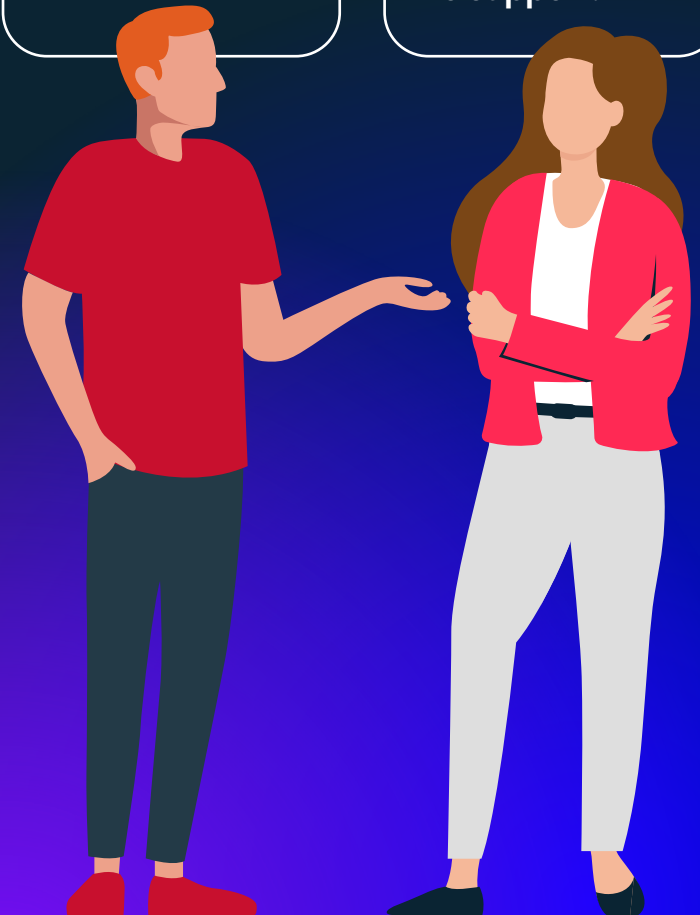
When growth opportunities feel disconnected, retention becomes more difficult. Helping employees stay starts with making it easier for them to learn, develop and prepare for what's next.

Shift the conversation from:

How do we keep employees from leaving?

TO

How do we make employee growth easier to support?



Can employees see what's next?



Employees are more likely to engage with development opportunities when they understand why those opportunities matter. Learning becomes more meaningful when employees can connect today's efforts to tomorrow's possibilities.

Someone preparing for their first management role should understand what skills they need to develop and where to begin. An employee interested in expanding their responsibilities should be able to identify relevant learning opportunities and understand how they're progressing over time.

Chances for growth can become difficult to recognize when learning experiences feel disconnected. Employees may complete required training without understanding how it contributes to their development or struggle to see what opportunities are available to them within the organization.

Creating clearer development pathways helps employees feel more confident about where they're headed and what they can do to get there.

Watch for these warning signs:

Career goals rarely come up in day-to-day conversations

Learning feels disconnected from actual job responsibilities

Managers struggle to recommend development that actually fits

Employees can't name the skills their next role would require

Key question

Could an employee describe what they're working toward and how they're progressing today?

Are managers equipped to support employee development?

Managers play an important role in helping employees grow, but meaningful development conversations shouldn't happen only once or twice a year. Supporting employee growth becomes much easier when managers can understand how employees are progressing and where additional effort would be useful.

Growth often shows up in small moments. A manager recognizes that someone is ready for greater responsibility. An employee expresses interest in learning a new skill. A team discovers that additional training is a good idea before taking on new work.

Managers shouldn't have to rely on memory, spreadsheets or disconnected information when having those conversations. When managers have a clear, connected view of employee progress, those moments turn into real coaching: recognizing wins, spotting opportunities and preparing employees for the future.

Current approach

Development conversations happen inconsistently

Employee progress is difficult to understand

Learning opportunities are difficult to identify

Connected approach

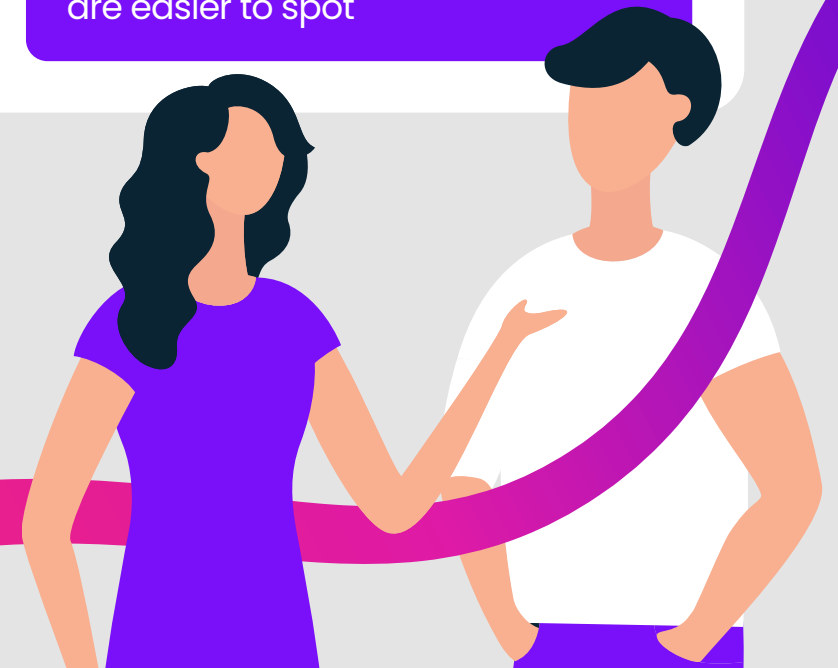
Managers follow a consistent, repeatable approach

Managers have deeper insight into development activity

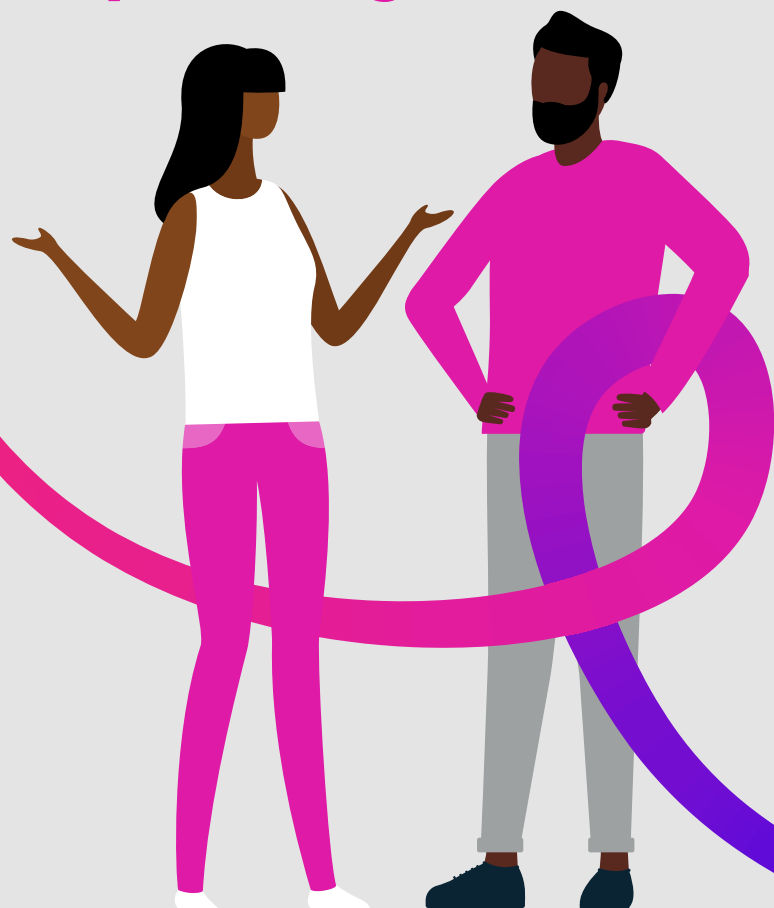
Relevant development experiences are easier to spot

Key question

Could managers quickly understand how employees are progressing and where more support is needed?



Does development open doors inside your organization?



Development opportunities are most valuable when they help employees prepare for what's next in their careers. Learning experiences shouldn't simply end when training is complete. They should create clearer pathways to new responsibilities, leadership opportunities and continued growth within the organization.

Growth doesn't always mean a promotion. An employee may be preparing for their first leadership role, taking on expanded responsibilities or developing skills that open new opportunities across teams and departments. When employees can see where their development is leading, they're better equipped to continue growing within the organization.

Connecting development activity with future roles also creates a stronger foundation for succession planning, helping leaders prepare employees for critical responsibilities before gaps emerge.

Questions to ask

Can employees see opportunities beyond their current role?

Are managers preparing employees for future responsibilities?

Is the organization developing talent from within?

Can leaders identify employees who are ready for new opportunities?

Investing in development now tends to pay off in retention later. Connected development experiences make it easier to prepare people for what's ahead, and easier to hold on to them once they get there.

Is the organization ready for future workforce needs?

Organizations are constantly preparing for what's next. Priorities change, teams evolve and employees take on new responsibilities. Workforce development plays an important role in helping companies understand where skills are developing today and where additional development is needed tomorrow.

Connected development experiences make it easier to recognize emerging needs across teams, prepare employees for future responsibilities and respond as organizational priorities evolve. Leaders should be able to understand where development efforts are making an impact and where additional opportunities still exist.

Organizational readiness includes

Understanding changing workforce needs

Preparing employees for future responsibilities

Identifying emerging skills needs across the organization

Creating consistent development experiences across teams

Responding effectively as organizational priorities evolve

Organizations are better prepared when workforce development efforts are connected across the business. Clearer information about employee development makes it easier to plan for growth, respond to changing priorities and prepare employees for what's next.



How People First Learning enables connected growth experiences

Employee development is most effective when learning opportunities, workforce needs and growth experiences work together rather than separately. Connected experiences make it easier for employees to understand what's next, help managers facilitate meaningful development conversations and give organizations greater confidence as workforce needs evolve.

People First Learning powered by MHR helps organizations create connected learning experiences that support employee growth across the organization. Through employee self-service, people can explore personalized learning recommendations, curated content and structured learning experiences at a time that works for them. HR leaders gain greater insight into development activity, internal opportunities and changing workforce needs.

How People First Learning enables connected growth

Organizational need

Help employees navigate their development

Deliver relevant learning opportunities

Simplify compliance management

Prepare for changing workforce needs

Support career development and internal mobility

Reduce administrative burden

How People First Learning can help

Learning pathways, playlists and personalized learning recommendations

Curated content and extensive content libraries

Centralize required learning, tracking and reminders

Reporting, insights and connected workforce development experiences

Connect learning pathways, employee development and future role opportunities

Bring workforce development activities together in one place

Connected learning experiences make employee development easier to navigate and prepare organizations for changing workforce needs and long-term growth.



Helping employees stay and grow



Retention strategies are ultimately about helping employees continue to grow. When people can see what is possible, understand the skills they need and access relevant development opportunities, they have more reasons to build their future within the organization.

Connected learning gives employees clearer direction, helps managers provide meaningful guidance and prepares HR leaders for changing workforce needs. When growth is easier to see and simpler to navigate, retaining and developing talent becomes part of how work gets done.

Deliver connected employee growth with People First Learning

See how connected learning experiences can optimize employee development, strengthen retention efforts and prepare your organization for changing workforce needs.

Download the guide, *How to build a connected workforce development strategy*.





About MHR

MHR has been driving innovation across the HR technology 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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