# CHRONUS

# COMBATING SCRAP LEARNING:
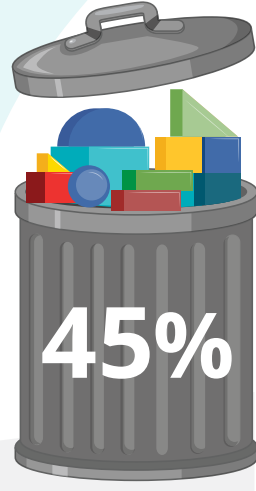## Replace Ineffective Training with Impactful ROI

The #1 HR initiative for 2019:
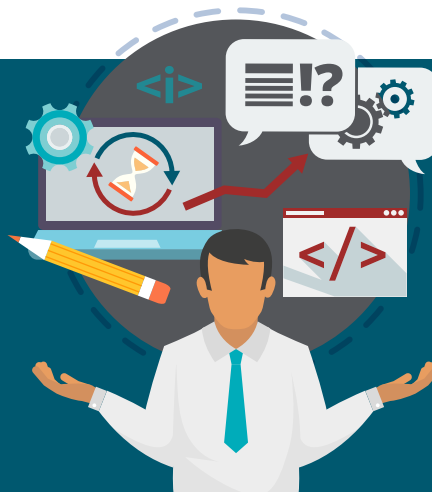## Building critical skills and competencies for the organization.

*Training* magazine's 2018 report revealed companies collectively spent an estimated **$87.6 billion** on training expenditures.

But **45% of the average company's training budget ends up as scrap learning**—training that isn't applied back to the organization— which ultimately produces no value for the company.

**45%**

## 40% of trainees
fail to apply learning immediately after training.

## CEOs agreed the lack of key skills affects their growth prospects and their ability to innovate effectively.
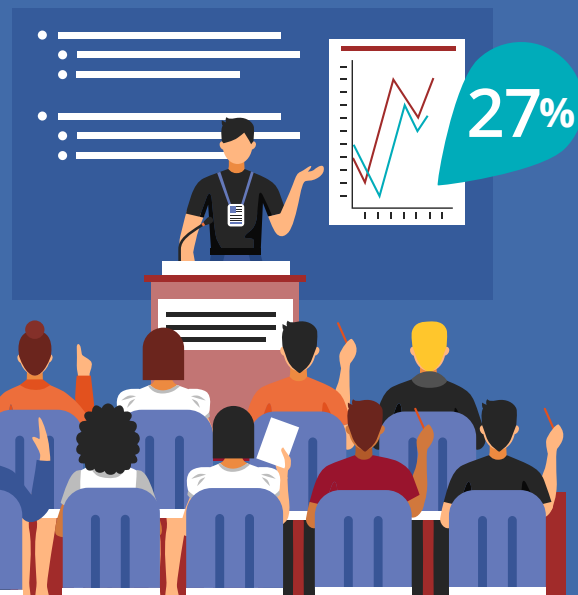
## ROOT CAUSES OF SCRAP LEARNING

**No Accountability**

**No experiential application**

**No continuous learning support**

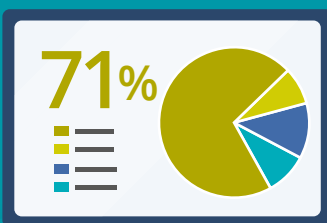## THOSE WHO ACTIVELY COMBAT THE PROBLEM...

**27%**

**Reduce scrap learning by 27% and achieve annual performance gains** that are more than 3x that of the typical organization.

# HOW DO THEY DO THIS?

**Humanizing the Employee Experience with formal mentoring programs.**

Companies with employees enrolled in formal mentoring programs saw the **top benefits to be higher employee engagement and retention, as well as growth support for high-potential employees.**

**6 in 10 participants** indicated that their formal mentoring programs were effective at helping employees meet learning goals to a high extent.

**71%**

This is why over **71% of Fortune 500 companies offer formal mentoring programs.**

Unlock higher levels of productivity and engagement.
Download our Whitepaper"How to Combat Scrap Learning: Replacing Ineffective Training with Impactful ROI."

Sources:

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