



The Ultimate Guide to Building a Better Workforce

## Part Two: **Corporate Learning on a Budget**

# Corporate Learning on a Budget

Any corporate learning professional knows the value of a dedicated learning program. Unfortunately, many organizations face tight budgets and time constraints that can make creating a training and development program nearly impossible.

To create an effective learning program, you do not have to spend a fortune. In fact, you can utilize your own employees to help each other learn and develop professionally.

## **Establish a Mentorship Program**

The best place to begin a corporate learning program is with new hires. To make this process easier, implement a mentoring program in your company that pairs each new hire with a more experienced member of their team. Depending on the level of training necessary, new hires can shadow their mentors or meet with them regularly. This will work not only to teach new hires how to complete their job, but it will also help to make them feel more comfortable. Additionally, mentors will feel a greater sense of responsibility in their own roles. Your mentors don't need years of experience or an important title, and you might be surprised by who thrives in this role.

## **Appoint a Learning Liaison**

Think about each of the departments in your company and the managers within those departments. Who stands out to you? Are there people who consistently go above and beyond? Meet with them to see if they would be willing to act as a learning liaison.

As a "learning liaison," this employee will work directly with colleagues as a mentor or coach. Assign specific responsibilities such as regular

check-in meetings with team members or presentations on recent (successful) projects. When an employee is struggling, have the learning liaison provide guidance to get back on track. When the budget allows, send them to relevant conferences and have them report back to their group.

## **Train Across Departments**

To truly utilize your company's resources, be sure to expose all employees to every possible career path. Hiring from within means that your employees will already have background knowledge about your company. To pique their curiosity, host regular meetings in which employees from each department get a turn to present about their role in the company. For example, you can set up a recurring "Lunch and Learn" where a different team or department will prepare a presentation on their roles and responsibilities. These meetings don't have to be formal — let employees speak honestly about their day-to-day jobs.

# EBSCO Can Help



EBSCO's *Accel5*® is a corporate learning platform that helps employees develop their soft skills. This cost-effective solution features business book summaries, videos and articles from top thought leaders such as Marshall Goldsmith, Daniel Pink and Liz Wiseman. All content is designed to be consumed in five minutes or less, giving your employees the flexibility to learn on their own time. Features of *Accel5* include:

- **Insight From Thought Leaders.**  
*Accel5* features exclusive content from members of "Thinkers50," the premier global ranking of management thinkers.
- **Concise Content.**  
*Accel5* is a microlearning solution with all content designed to be consumed in just minutes.
- **Soft Skill Focus.**  
Content in *Accel5* is focused on critical soft skills such as leadership, teamwork, innovation and more.
- **Customizable Experience.**  
*Accel5* offers functionality to customize the platform to highlight the competencies most important to your organization.

To learn more about *Accel5*, [visit our website](#) or [request a free trial](#).