



How **Essential Skills Training** Benefits Business

Essential Skills training helps retain and promote employees

New hires who participated in workplace education were 2.5 times more likely to stay in their jobs and approximately 10 per cent earned a promotion within a year. *Excell Corporation, reported in Focus on Basics, 2004*

Essential Skills training encourages employee loyalty Fourteen out of 15 employees said they “love learning” and many would leave a job that didn’t provide opportunities to learn. *READ Society, Bridging Employer and Employee Needs in B.C.’s Capital Region: Phase 1 Report, 2009*

Essential Skills training improves safety

82 per cent of respondents to a literacy study associated increased health and safety with their workplace’s Essential Skills program. *The Economic Benefits of Improving Literacy Skills in the Workplace, Conference Board of Canada, 2007*

Essential Skills training increases productivity

79 per cent of respondents to a Conference Board of Canada study said productivity increased because of Essential Skills programs in their workplaces. *The Economic Benefits of Improving Literacy Skills in the Workplace, Conference Board of Canada, 2007*

Essential Skills training reduces product defects, error rates and wastage

In one Canadian study, 85 per cent of respondents saw increases in the quality of people’s work and 73 per cent saw increases in work effort. *The Impact of Basic Skills Programs on Canadian Workplaces, 1997*

“Training is not simply a ‘must-do’ – **it’s a business strategy.** If you’re not training, you are out of the game.”

-Campbell Black, president,
Blackline Marine
(Sidney, B.C)

Canadian businesses that have addressed the need for workplace learning say employees are:

- *Confident, willing to adapt to changes and participate in ongoing training*
- *Have better team-building and problem-solving skills*
- *Believe they are valued by their workplaces*



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