Employee Training Worth the Investment



Training is one of the largest investments an organization makes in its people. This infographic looks at what companies spend, why the investment pays off, and what to consider when calculating the return on training.

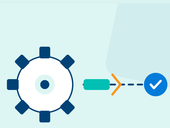
1 What companies spend on employee training

U.S. organizations spent $102.8 billion on training in 2025. Average training spend per learner was $1,091 at small companies, $782 at midsize companies and $468 at large companies (Training magazine, 2025 Training Industry Report).



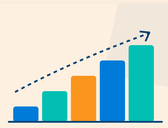
2 The skills gap is a training gap

Many executives worry their teams lack the skills the business needs, and plan to invest more in training.



3 5 reasons why you need to invest in employee training

Training supports succession planning, increases employee value, reduces attrition rates, enhances operational efficiency and helps you exceed industry standards.



4 Where employee training ROI comes from

Training pays off through productivity, retention and performance. The return shows up in leadership and management, finance and accounting, human resource management, personal development, and sales and marketing.



5 The rise of digital training models

Employees received 40 hours of training per year, on average, and 24% of training hours were delivered by virtual classroom or webcast (Training magazine, 2025 Training Industry Report). While in-person workshops and classroom-style sessions continue to be the most common forms of training, online training methods, such as virtual learning environments, are becoming more common.



6 Online corporate training can be cheaper

Return on Investment (ROI) compares the investment in a training deliverable with the benefits over a specified period of time. Despite the traditional difficulties of calculating ROI, its importance will rise, as it provides a strong argument in favor of e-learning. Weigh the costs (personnel such as instructional designers and administrators; technology such as IT infrastructure and an LMS; content such as courses and virtual materials; and hidden costs such as promotion) against the benefits: travel savings, trainer cost savings, savings on training logistics such as facilities, and reaching a larger student market.



Sources

- Training magazine, 2025 Training Industry Report (2025-11-10): https://trainingmag.com/2025-training-industry-report/

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