

KPIs FOR EMPLOYEE TRAINING

As a learning and development professional, how can you show your management the value of training for your company?



COURSE COMPLETION RATE

The course completion rate shows you how many employees have successfully completed the program.

$$\frac{\text{Number of Completions}}{\text{Number of Participants}} \times 100$$

Example:

Maintain a 90% completion rate for all training modules.

ASSESSMENT PASS RATE

The assessment pass rate shows how well your employees retain and recall their training. This metric only works if you have assessments in your training program applicable to the content.

$$\frac{\text{Number of Employees Passed}}{\text{Number of Participants}} \times 100$$

Example:

Maintain a 75% pass rate for all training modules.

EMPLOYEE RETENTION RATE

Measuring the employee retention rate will show you the percentage of employees that are still with your company after a certain period of time, most commonly used is 90 days.

$$\frac{\text{Number of employees still employed}}{\text{Number of employees at start of period}} \times 100$$

Example:

Meet at least a 70% employee retention rate for all departments.

Are you ready to show your management the value of training for your company?

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