

Safety Council of Greater St. Louis

2330 Hampton Avenue | St. Louis, MO 63139 | 314.621.9200 | www.stlsafety.org

Business Case: Annual Mandated E.H.S. Program New Employee Orientation and Refresher Training

Business Objectives

New Employee Orientation (New Employees and Job Reassignment) NEO

- **Increase knowledge transfer for all topics to 100%**
- Reduce liability by eliminating the 20% to 30% of learning objectives not validated with other systems
- Reduce cost of NEO safety training by reducing time to proficiency by 40% compared to other systems
- Improve quality of NEO training by standardizing content and evaluations
- Improve flexibility - deliver programs on demand
- Provide Real Time program measurement and analytics
- Reduce NEO program administration time by 80% compared to other systems

Refresher Training (Tenured Employees)

- **Increase knowledge transfer for all topics to 100%**
- Reduce liability by eliminating the 20% to 30% of learning objectives not validated with other systems
- Reduce cost of Employee Refresher safety training by reducing time to proficiency by 60% compared to other systems
- Improve quality of Refresher training by standardizing content and evaluations
- Improve flexibility - deliver programs on demand
- Provide Real Time program measurement and analytics
- Reduce Refresher Training program administration time by 80% compared to other systems

Financial Analysis

New Employee Orientation

- 8 hours x 360 learners = 2,880 student hours.
- 2,880 student hours x loaded hourly rate of \$50.00/hour = \$144,000 cost of new employee orientation training hours with other systems.
- \$144,000 x 40% reduction in time savings with Personal Online Learning Path = \$57,600

Employee Refresher Training

- 10 hours x 1800 learners = 18,000 student hours.
- 18,000 student hours x loaded hourly rate of \$50.00/hour = \$900,000 cost of employee refresher training hours with other systems.
- \$900,000 x 60% reduction in time savings with Personal Online Learning Path = \$540,000

Savings on Student Training Hours with Personal Path Online Training

Cost savings student training hours = New Employee \$57,600 + Refresher \$540,000 = \$597,600

Return on Investment

ROI% = (Benefit – Cost of Offering) / Cost of Offering X 100

ROI% = (\$597,600 – \$24,192) = \$573,408 / \$24,192 = 23.70 X 100 = 2,370%. Offering will pay for itself within 1 month.

Average Monthly Loss Without Personal Path Online Training

\$573,408 savings with Personal Path Online Training / 12 months = \$47,784 average monthly loss.

CONTACT US TO DISCUSS HOW WE CAN ASSIST YOU IN IMPLEMENTING MORE EFFECTIVE TRAINING THROUGH
PERSONAL PATH ONLINE TRAINING.

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