

# Cheat Sheet: How to Outsource Training for Maximum ROI

Outsourcing training can be a strategic move for companies seeking to enhance their workforce's skills and knowledge while optimizing resources.



## Did you Know?

**50%** of executives identify talent acquisition as a top internal challenge in meeting their organizations' strategic priorities.

*Source: Deloitte Global Outsourcing Survey*

L&D professionals often mistakenly prioritize **"vanity metrics"** over ROI-aligned ones for measuring employee training effectiveness.

*Source: LinkedIn Workplace Learning Report*

This cheat sheet provides key insights on effectively outsourcing training to maximize return on investment (ROI).

### Step 1

## Set Clear Goals



- ✓ Define specific, aligned training objectives.
- ✓ Ensure clear outcome definitions for measurement.

### Step 2

## Assess Training Needs



- ✓ Identify skill gaps and performance issues.
- ✓ Evaluate training effectiveness for improvements.

### Step 3

## Choose the Right Delivery Partner



- ✓ Research and select an expert training delivery provider.
- ✓ Ensure customization to your needs.

### Step 4

## Define Metrics for Success



- ✓ Establish measurable KPIs.
- ✓ Define ROI measurement criteria.

### Step 5

## Customize Training Solutions



- ✓ Tailor content to address gaps and learning styles.
- ✓ Adapt delivery methods for diverse needs.

### Step 6

## Implement Feedback Loops



- ✓ Gather feedback for real-time adjustments.
- ✓ Use feedback for continuous improvement.

### Step 7

## Measure ROI



- ✓ Calculate training's impact on productivity and performance.
- ✓ Compare training costs to organizational value.

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