

Get Talking About Retention



How English language training spurs employee retention

A growing challenge for organizations is the fact that workers with Limited English Proficiency (LEP) are a significant source of labor for the business community.

Companies that make a strong commitment to developing the language proficiency of its LEP workers reduce turnover and save money by holding onto current employees.

A recent **eBook** revealed that the secret for retaining LEP employees is to invest in reliable language training. Here are some highlights.

Training pays off. According to a **Brookings Institution study**, employers who invested in their workers' skills "reported improvements in morale, productivity, absenteeism, turnover, labor-management relations, and the health and safety records of participants."

Turnover drops. When training is a priority, employees are more likely to stay. When it isn't, a **Dale Carnegie Training Center study** found that "40 percent of poorly trained employees end up leaving their companies within their first year on the job."

Productivity rises. Businesses that embrace English language training see increased productivity. A **report** from the National Association of Manufacturers and Jobs for the Future found that "Employers supported the programs because they had a measurable, positive impact on the bottom line."

Inclusion reduces spend. LEP workers who feel a part of the company culture are more likely to engage with their work and co-workers, and that saves money. A **report from Good.co** found that "Disengaged workers cost the United States \$450 to \$550 billion a year in lost productivity."

Language learning gives employees a reason to stay. When employees improve their English language skills they increase their sense of belonging, work with others naturally, and are more productive.

Employee retention improves because language learning:

- Opens new career paths
- Becomes a lifelong personal skill
- Is recognized as a major benefit
- Leads to greater understanding

What's next

Download your copy of the eBook, ***How English language training spurs employee retention.***

Visit **rosettastone.com/business** to learn more about our language training solutions for business. Or **schedule a consultation** with one of our solutions experts to chat about your specific language training needs.



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