

## 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](https://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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