THE INTRINSIC VALUE OF LEARNING SOLUTIONS

TIGHT LABOR MARKET THROUGHOUT THE UNITED STATES

"Unemployment rates were lower in December than a year earlier in 250 of the 388 metropolitan areas, higher in 116 areas, and unchanged in 22 areas, the U.S. Bureau of Labor Statistics reported."

In American Banker, April 2019:
- "For de novos, the hardest part about starting up is staffing up. Recruiting employees has been one consistent challenge, bankers said. A tight labor market is mostly to blame, along with a dearth of younger bankers since the financial crisis. Some organizers have also noted the challenges of finding well-rounded bankers, which are very useful for small institutions."

In American Banker, April 2019:
- "Unemployment rates were lower in December than a year earlier in 250 of the 388 metropolitan areas, higher in 116 areas, and unchanged in 22 areas, the U.S. Bureau of Labor Statistics reported."

90% of recruiters believe that recruiting is now candidate-driven. True Cost of Losing Your Best Talent, April 2017

INVESTING IN EMPLOYEES PAYS OFF

"Why leaders should invest in employees:
1. Attract and retain the best employees
2. Boost employer reputation
3. Increase innovation and performance
4. Allow upward mobility for promotable employees
5. Encourage looking forward"

Making Strategic Investments in Employee Development, Forbes, July 2018

VALUE IN DEVELOPING CLIENT-FACING STAFF

"The way your product sales training courses are designed and delivered will have a massive impact on how the course content will be remembered by your sales staff.

The least-effective way to deliver your product sales training is through a lecture where your salespeople will remember, at most, 5% of your content."

Marketing Essentials: How to Drive Growth with Improved Product Sales Training, Gartner, 2012

"For all jobs less than $50,000 a year in salary, the average cost of replacing an employee is 20 percent of that person's annual salary."

Center for American Progress, 2012

"Cost of a professional call is between $180-$185 per call."

Quinterra, 2018

"Tellers must be able to clearly explain financial products and services and possess the outgoing, personable presence of a salesperson. These skills are crucial if tellers are to understand customers' financial goals and problems and thereby increase sales."

Smart Way to Turn Tellers into Sellers, American Banker, 2014