



# Championing Growth: Education and Development for Your Team

In today's fast-paced, technology-driven world, employers like you face significant talent pressures, like retention and rapid skills obsolescence. One way to tackle this challenge is through upskilling and reskilling within your existing team, ensuring you unlock your existing talent's potential.

Let's discuss how you can foster a culture of continuous learning, helping your employees and your organization take the next step.

## > Building Talent from Within

Investing in your employees' education is a strategic approach to organizational development:

- Help build your team's skill set, closing gaps and keeping roles from becoming obsolete.
- Retain high-potential talent.
- Maintain company culture.
- Build a diverse team.

## > When to Chat with Your Team About Upskilling and Reskilling

Any time is a good time to discuss upskilling and reskilling with your team, but there are key moments that provide ideal opportunities for this conversation. One-on-one meetings, performance reviews, when employee benefits are resetting, and beginning or mid-year conversations are all crucial touchpoints. These times are perfect for focusing on career progression and highlighting how further education can benefit both the employee's career trajectory and the overall value to the company.

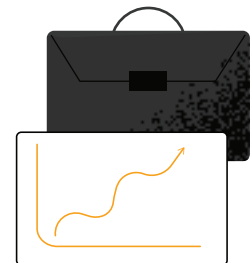
## > How to Leverage Available Resources

Let your team know that you're there to support them in advancing their career ambitions. This can be through DeVry's tuition savings, employer tuition benefits (tuition assistance/reimbursement), flexible scheduling, mentorship programs or online courses to accommodate their workload and lifestyle.

Regarding your employer's tuition benefits policy, it's best to meet with HR to gather the information and make it available to your team. Consider having your HR business partner attend a future team meeting to walk through the policy.

The cost associated with hiring and training someone who is new to the company can be **6 times more** than building from within.

Source: [The Days Of Hiring Scarce, Technical Skills Are Over](#), Josh Bersin (Aug 2022)



## Ready to Chat?

Use This Email Template to Set Up the Conversation.

**Subject:** Let's discuss your career path

**Body:**

Hi [Employee's Name],

I've been impressed with your dedication and growth in the past [length of time] here at [Company Name]. I believe furthering your education could open up even more opportunities for you.

I'd love to discuss how we can support your career development through educational programs.

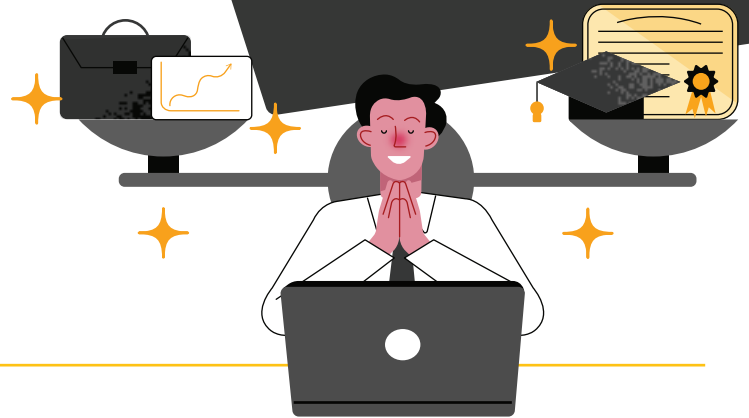
When: [proposed date and time]

Where: [meeting location or video call link]

Looking forward to our conversation!

Best, [Your Name]

# Conversation Planner Template



Use this template to prepare for conversations with your employees around career pathing and further education.

## ▶ STEP 1

Begin by sharing why you want to discuss education and career growth.

## ▶ STEP 2

Listen to their aspirations and thoughts. Use this area for notes:

## ▶ STEP 3

List ideas and resources that can support their growth including any tuition benefits your organization offers.

## ▶ STEP 4

Set out clear actions and contingency plans. Decide how you'll track progress.

## ▶ STEP 5

Summarize your plan and confirm your confidence in their potential and commitment to their growth.

## Be Prepared

### Anticipate Employee Questions and Be Prepared with Your Answers

- 1 How will pursuing further education impact my current role? Explain how enhanced skills can lead to new opportunities and career growth within the company.
- 2 What support will the company provide? Detail the tuition benefits, flexible scheduling and any mentorship programs available.
- 3 How do you envision my role evolving post-education? Discuss potential career pathways and growth opportunities aligned with their new skills.
- 4 What happens if my coursework conflicts with my job responsibilities? Assure them of support to balance their education and work duties.

Ready to get started on supporting your employees' educational goals?

[Learn more](#)