

Increased Productivity (per year):

%	<input type="text"/>	Percent increase in productivity due to shortened sales cycles
+	%	Percent increase in productivity due to fewer resources applied to the sales cycle
+	%	Percent increase in productivity due to <input type="text"/>
=	%	Total percent increase in productivity
x	\$	\$ Amount attached to productivity per employees (throughput)
x	<input type="text"/>	Number of employees trained
=	\$	\$ <i>Attributed to Increased Throughput Resulting From Training</i>

Reduced Errors (per year):

\$	<input type="text"/>	Average cost per error due to <input type="text"/>
\$	<input type="text"/>	Average cost per error due to <input type="text"/>
\$	<input type="text"/>	Average cost per error due to <input type="text"/>
=	\$	Total cost of errors
x	<input type="text"/>	Number of errors avoided per employee
x	<input type="text"/>	Number of employees trained
=	\$	<i>Error Costs Reduced By Training</i>

Qualified New Opportunities (per year):

<input type="text"/>	Number of additional opportunities qualified per employee
x \$	Average revenue per opportunity
x	Number of employees trained
x %	Average margin (expressed as a percentage of sales)
= \$	<i>Additional Sales Profit from New Opportunities</i>

Installed Base Retention (per year):

\$	<input type="text"/>	Average revenue per client
x	<input type="text"/>	Number of clients retained per employee attributable to training
x	<input type="text"/>	Number of employees trained
x %	<input type="text"/>	Average margin (expressed as a percentage of sales)
= \$	<input type="text"/>	\$ <i>Installed Base Profit Protected Through Training</i>

Employee Retention (per year):

$$\begin{aligned}
 & \$ \underline{\hspace{2cm}} \text{ Average cost of new employee (training and lost productivity)} \\
 \times & \underline{\hspace{2cm}} \text{ Number of employees retained} \\
 = & \$ \underline{\hspace{2cm}} \text{ \$ *Employee Attrition Costs Reduced By Training*}
 \end{aligned}$$

Total Profit and Cost Savings Attributable to Training Per Year

(From Calculations Prior)

$$\begin{aligned}
 & \$ \underline{\hspace{2cm}} \text{ Sales Profit Produced By Training} \\
 + & \$ \underline{\hspace{2cm}} \text{ \$ Attributed to Increased Throughput Resulting From Training} \\
 + & \$ \underline{\hspace{2cm}} \text{ Error Costs Reduced By Training} \\
 + & \$ \underline{\hspace{2cm}} \text{ Additional Sales Profit from New Opportunities} \\
 + & \$ \underline{\hspace{2cm}} \text{ \$ Installed Base Profit Protected Through Training} \\
 + & \$ \underline{\hspace{2cm}} \text{ \$ Employee Attrition Costs Reduced By Training} \\
 + & \$ \underline{\hspace{2cm}} \text{ \$ Other Profit or Cost Savings Attributable to Training} \\
 = & \$ \underline{\hspace{2cm}} \text{ \$ *Total Profit and Cost Savings Attributable to Training*}
 \end{aligned}$$

Return on Training Investment

(From Calculations Prior)

$$\begin{aligned}
 & \$ \underline{\hspace{2cm}} \text{ \$ Training Investment (per year if appropriate)} \\
 + & \$ \underline{\hspace{2cm}} \text{ \$ Total Revenue/Cost Savings Attributable to Training Per Year} \\
 \times & \underline{12 \text{ months}} \\
 = & \underline{\hspace{2cm}} \text{ \$ *Return On Training Investment (in months)*}
 \end{aligned}$$

Qualitative Return on Training Investment

(Significant Return that is Difficult to Quantify)

It is often difficult to quantify some important effects resulting from training. To determine the qualitative return on training investment, work from left to right; circle the relative importance (5 is high; 1 is low) of the behavior/characteristic, the estimated current performance, and the projected performance. Complete the equation and total the results.

Projected Performance	-	Current Performance	x	Importance	=	Results	Behavior/Characteristic
5 4 3 2 1	-	5 4 3 2 1	x	5 4 3 2 1	=	<input type="text"/>	Increase in morale
5 4 3 2 1	-	5 4 3 2 1	x	5 4 3 2 1	=	<input type="text"/>	Increase in professionalism
5 4 3 2 1	-	5 4 3 2 1	x	5 4 3 2 1	=	<input type="text"/>	Increase in teaming and collaboration
5 4 3 2 1	-	5 4 3 2 1	x	5 4 3 2 1	=	<input type="text"/>	Growth in the learning organization
5 4 3 2 1	-	5 4 3 2 1	x	5 4 3 2 1	=	<input type="text"/>	Increase in initiative and motivation
5 4 3 2 1	-	5 4 3 2 1	x	5 4 3 2 1	=	<input type="text"/>	Increase in <input type="text"/>
5 4 3 2 1	-	5 4 3 2 1	x	5 4 3 2 1	=	<input type="text"/>	Increase in <input type="text"/>
					=	<input type="text"/>	<i>Qualitative Return On Training Investment</i>