



We operate on a lean staff, and we are not large enough to have one specific position just dedicated to training. Our employees are required to be crossed-trained through the production departments. This takes time from an experienced operator to train someone from a different part of production or to train a new employee coming on board. For any other organizations that have this similar situation, how do you compensate the employee who is assigned to do the training? Example: Do you offer the employee doing the training a 2nd rate of pay during the training period to compensate them for their time and knowledge transfer? If you compensate them differently, how do you determine the rate?

Summary: 17 responses

- 12 said no additional compensation for training
 - 2 said additional compensation through overtime
 - 1 offers a performance bonus
 - 2 add an amount to the trainer's hourly rate
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We do not pay additional for cross-training

No, no compensation. Generally speaking, we try to have our supervisor do the training on everything. It helps eliminate this issue and inconsistency in the information transferred.

Training is part of our working supervisor's job (and everyone's job for that matter). We don't pay additional for training.

We do not compensate them differently, but this often does create overtime and additional hours (ideally we would do it when we are slow, but have learned that this "lack of commitment" results in never getting it done and sends the message that it is not a priority). In addition, when a trainer does a good job and is truly vested in making others successful, we will provide a discretionary bonus and convey specifically what is being rewarded and why. The verbal reinforcement backed by a bonus is more appreciated and remembered by this caliber of individual since they usually "get it", unlike discretionary bonuses to the masses that are forgotten within a few days and become expected.

We have created a training Matrix for each department clearing showing the capabilities of each employee on each piece of equipment. The department manager sets goals during the performance reviews to drive each employee to learn a new piece of equipment within their department. There is no extra compensation for the trainer, because they will most likely be the trainee at some point. The ability for the employee to learn on as much equipment as they can is of value to the employee and the employer.

They get their normal hourly pay, but often get overtime while training someone so that's their benefit.

We hire trained people and they can learn while on the job
but cannot afford to have two people getting paid to do one job
We have set aside and use web / computer /videos to advance their training

We have a familiarization program for new employees. Employees participating in the training of the new employee are paid at the same rate as their work rate.

We too, operate with a lean staff and employees are cross trained on jobs in their respective department by fellow senior employees. We do not offer any additional compensation beyond regular hourly wage for training or learning addition duties.

We do not pay a different rate

We are also a shop of 13 employees. Training is part of our regular expectations for all of our employees. We do not offer any additional pay for this. If someone on my staff has done an exceptional job on training I may purchase a gift card or something like that.

\$1.00 per hour trainer pay for only those hours actually spent training. The trainer reports their trainer hours to their supervisor who enters it as a payroll adjustment.

We do not compensate anyone differently when they are training another employee.

I was giving this some thought. Here is what crossed my mind:

- Does each position have a level of competency established - one that meets the expectation of more than satisfactory performance of the position's duties?
- Does the employee(s) chosen to train meet this level of competency?
- Does the employee(s) chosen to train have the skills needed to train someone else?
- Do you want to pay someone a different rate to train others or should you pay them a bonus once the training is completed and it's verified the trained employee is competent at the new skill or duties?

I may have not answered the original question but some food for thought regarding how to determine how to compensate an employee tasked with training another. To determine a rate it may boil down to what it's worth to the company to take an employee from their job to train another to perform well and verifying the effects of the training.

Another thought. Perhaps the employee being trained should get a bump in pay after acquiring the new skill and the trainer doing the training gets a bonus once the employee is deemed competent at the skill(s). However, I would suggest, in that case, that competency is determined by a third party so trainer/trainee don't work together to get their cash without making sure the trainee is actually as good at the new skill(s) as the company's expectations require.

My two cents...

Here to serve,

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Training is ongoing . When a problem arises the trainer fixes it and shows operator how to. I would pay time + ½ for scheduled training or repairs if part to training. If card is less than 40 hrs. then add .5 hours to card for training hrs. . Dev a plan. Perhaps for small on spot supervision/training add .25 cents to reg. pay and be sure this is agreed to in writing as for covering spot training as a bonus , max cost annually $2000 \times .25 = \$500$ USD a small fee for constant oversight

We cross train employees within their respective department. No additional compensation.

No extra compensation. Everyone is expected to help with training. We have it included in their job descriptions. We do have staff where it is a greater portion of their job duties, but when you are smaller, everyone needs to be involved.
