

June 2009 – Why Training?

To Department of Energy Learning and Workforce Development Community,

Our overall goal in the Office of Learning and Workforce Development (HC-20) is to contribute to your missions by making learning relevant and accessible to you to in meet today's and tomorrow's demands and opportunities.

We often become too involved in the mechanics of how training works and lose our focus on how learning and development can serve your current mission responsibilities and your career goals. Therefore, from time to time, we are going to put a statement here that reflects the importance of training and development to our shared missions.

Question: Why training?

Answer: Training from an organizational standpoint represents the opportunity for business improvement, innovation, and differentiation. Why does Google rule the world? Because it's doing what no one else can and it never rests on its laurels.

Even if you reduce training to its minimum effect, training and development is essential to business sustainability and survivability. If your people are not growing and developing, then your organization is not growing and developing. If you want your organization to survive in a world where technology becomes obsolete within six months and a news cycle lasts around 24 to 48 hours, then you must continuously improve your organization. One critical way to do that is through strategic choices in training selection, delivery, and accountability. It takes smart, proactive, mission-focused leadership and management to continuously improve.

Challenge: Are you ready?

The place to start on our website is the [Guide to Learning & Development](#) and be sure to make use of our [Training Consultants](#) on your learning and development path.