**Employee Training and Development**

* Involves imparting skills and competencies among members of the workforce
* Training is aimed at improving their performance
* It involves imparting knowledge, skills, and competencies among employees
* Development is meant to expand their career prospects (Baker, 2017)
* Development focuses on the growth of employees
* These efforts should be continuous
* Different educational and training programs can be used to achieve these goals
* Any employee can receive training and development
* These programs are often expensive, and the firm must incur costs
* However, the benefits exceed the costs if proper programs are adopted

**Current Laws and Public Policies applicable**

* There are no current laws that relate to employee training and development in the United States
* Training and development of employees is considered to be a best practice in human resources
* Firms pursue training and development because they understand its value to an organization
* Industries have developed training and developed standards that need to be followed by all companies
* Professional bodies have also come up with such standards for the whole profession
* Firms try to emulate the standards that are developed at the industrial level
* Despite the absence of laws and policies on the same, firms are developing individual policies on employee training and development
* Organizational policies towards training and development help in adoption of such a culture in the organization

**Emerging Issues in Employee Training and Development**

**Online Training**

* Many firms are turning to online training
* It allows employees to undertake training remotely
* It helps save time and costs
* It allows training and development needs to be personalized to the needs of the employee (Noe,2019)

**Personalization**

* There is a need to personalize training and development for employees
* It ensures that employees receive training only on the areas where there are gaps
* Gaps can be identified through determining their areas of weakness
* It helps ensure that funds for training are used in the most optimal method possible

**Cultural diversity**

* There has been an increasing need to integrate the components of diversity in training and development of employees
* The modern workplace is diverse more than ever
* Diversity allows employees to develop cultural intelligence
* Helps create a positive organizational culture

**Approach of Employee Training and Development using a Christian Worldview**

* Christians should always embrace training and development
* It helps to make them more productive in the workplace
* They should embrace teamwork when undergoing training and development as this can lead to better results
* One should think of training as a way of sharpening their skills
* Proverbs 22:6 calls for people to be trained on the best ways so that they do not depart from the ways of the Lord
* Christians should also understand the need for training and development
* It is only through continuous improvement that we can become better Christians
* The same applies for employees in the workplace
* It allows them to gain more skills and competencies

**Recommended Course of Action for Future Policymaking**

* All policies on training and development must include the opinion of employees
* Employees need to be involved in development of these policies
* The policies must also be in line with the best practices in the industry
* Policymaking should involve all stakeholders in the workplace
* Stakeholders should include employees, managers, and experts on training and development.
* Future policymaking should also integrate upcoming trends and bets practices in training and development

References

Baker, H. (2017). *Employee training*. Chandni Chowk, Delhi: Global Media.

Noe, R. A. (2019). *Employee training and development*. New York, NY: McGraw-Hill

Education.

The Holy Bible