

# NEOED

A woman with blonde, wavy hair is smiling and gesturing with her right hand while sitting at a desk. In front of her is a laptop, and to her right is a tablet. The background is blurred, showing what appears to be an office setting with large windows.

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## 2023 REPORT

### HR TRENDS IN EDUCATION: EMPLOYEE DEVELOPMENT

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# EMPLOYEE DEVELOPMENT

## Welcome

The Employee Development Report expands upon the 2023 Trends Report, providing further analysis into employee development and how to improve it at your institute.

Like the 2023 Trends Report, **we used survey data from 300+ HR professionals in education**. Our respondents included HR generalists, directors, managers, administrators, etc. from a variety of institutions: four year colleges (35%), two year colleges (29%), K-12 (29%), and more (7%). The survey was conducted in December of 2022.

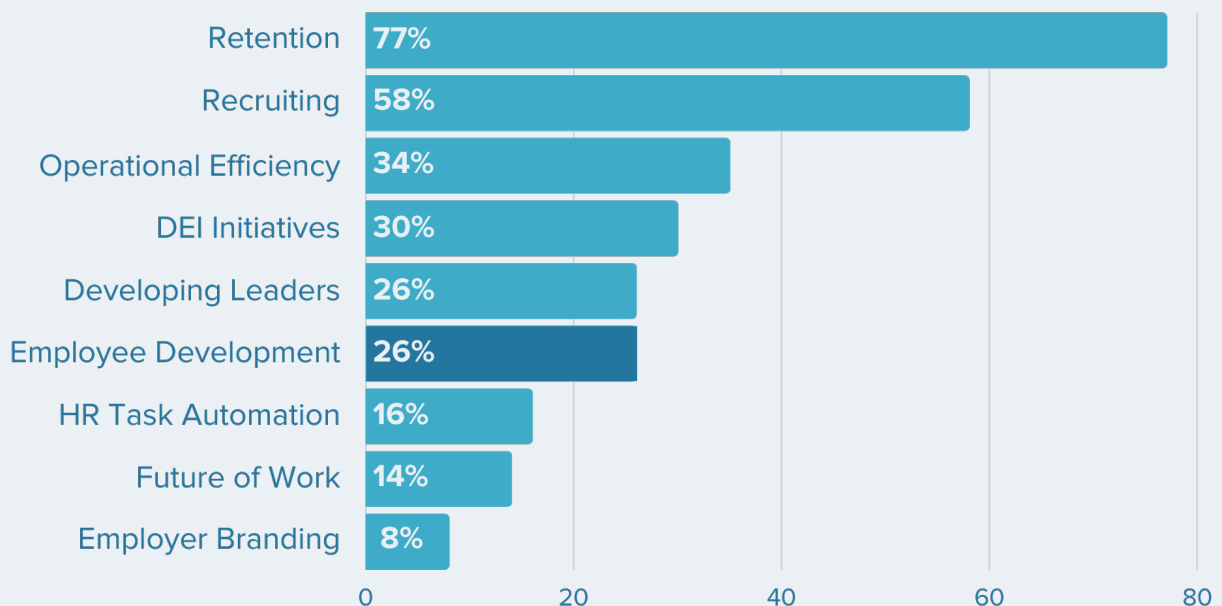
## Overview

**Key Takeaway:** *Providing hands-on development opportunities can foster deeper learning for staff members. Leaders at all levels should be given development opportunities as well, since management skills were reported as needing significant improvement.*

Employee development helps your staff grow in their careers while increasing job satisfaction. 26% of education HR professionals cited employee development as one of their top three priorities in 2023 (Figure 1). Let's examine **why** it's a top priority and **how** to improve it.

Figure 1

### Top Priorities in 2023



# Why Employee Development

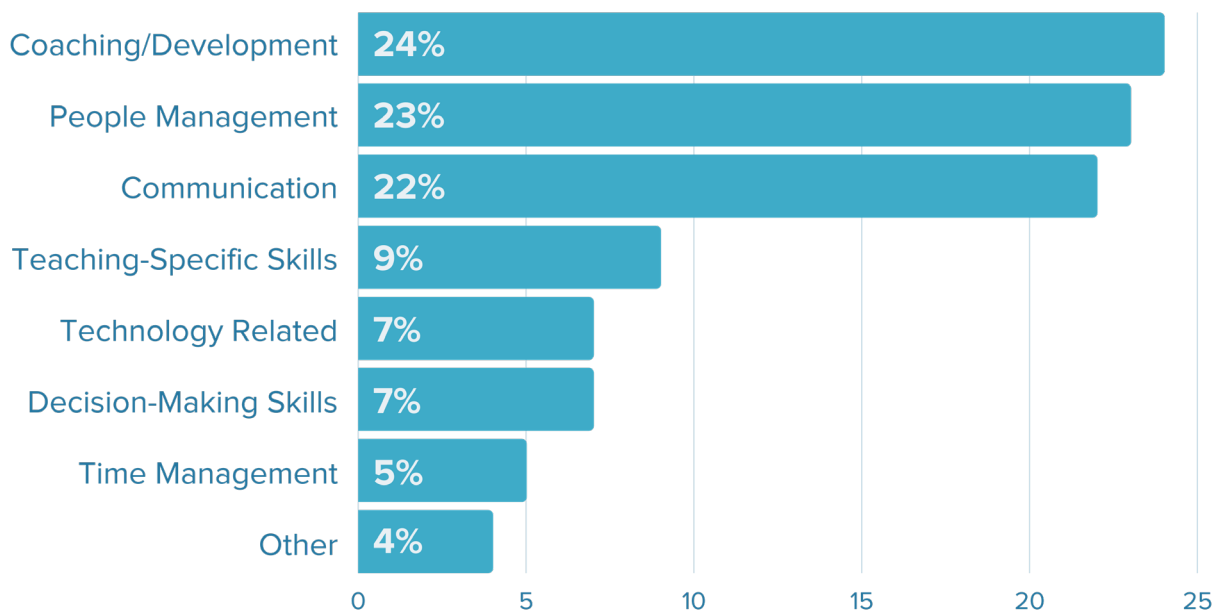
Employee development can help improve culture and, ultimately, retention. **Data from a University of Phoenix study showed that 49% of employees want to upskill but don't know where to start.** 52% said they need to learn new skills to continue their careers.

HR surveyees cited coaching/development (24%) and people management (23%) as the top employee skills needing improvement in 2023 (Figure 2), pointing to a need for leadership development. How would you rank these at your organization? Each deficit in experience and knowledge is an opportunity for employee development.



Figure 2

## Employee Skills Areas of Improvement



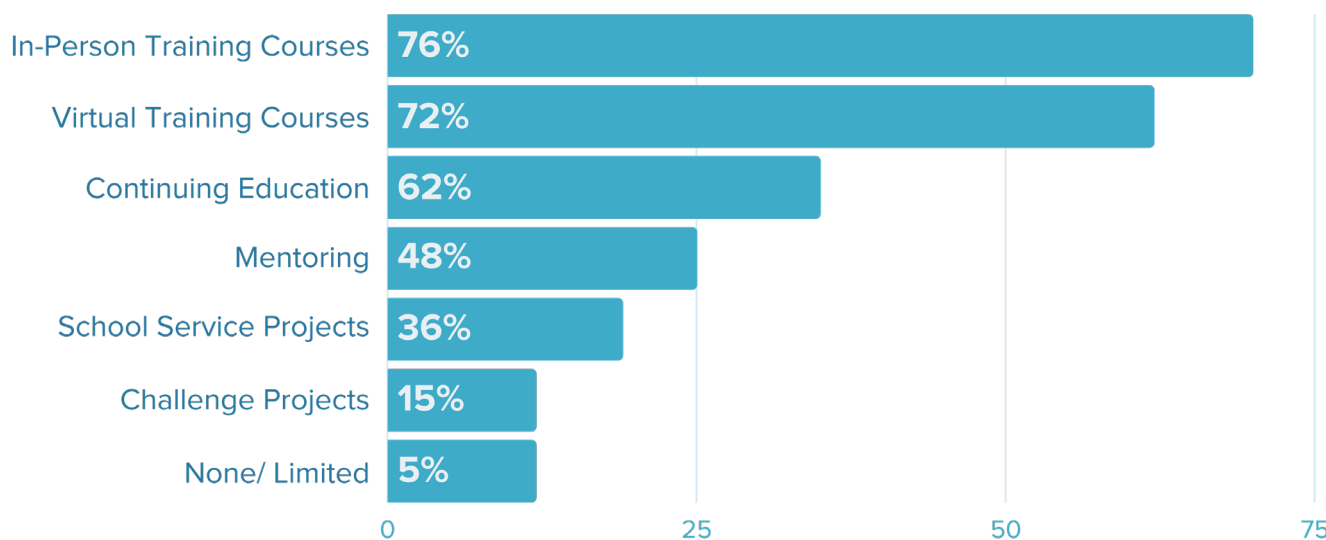


## How to Improve

Educational institutions offer a variety of upskilling opportunities, with in-person (76%) and virtual (72%) training courses at the top of the list (Figure 3). While training courses tend to be an easier, traditional form of employee development, more hands-on opportunities like mentoring and challenge projects can offer deeper learning, as well as accommodate employees with different learning styles.

Figure 3

### Employee Development Opportunities Provided



## Develop Leadership

Leaders need to be developed, too. **29% of respondents cited poor management as a top three reason employees have left their profession in education.** By teaching supervisors how to better communicate, build empathy, develop their employees, and boost morale, you can also help improve retention at your institution.

# NEXT STEPS

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Thanks for reading the  
**Employee Development Report by NEOED.**

We hope these peer insights, data analyses, and resources have been helpful.

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