# Troubleshooting Training

**If you've carefully analyzed your company's needs, designed and executed the training but it's not delivering the expected results, the following questions may pinpoint the problem:**

- Does the training content match the job description?

- Is the training appropriate for the employee's job experience?

- Does the training clearly explain how the new skill or knowledge applies to each learner's job?

- Is sufficient time allotted to learn the material?

- Do employees have time to practice what they've learned?

- Does the learner's supervisor understand and reinforce the training objectives?

- Do learners have the resources they need to do the job?

- Do systems support the new way of doing things and make it easy for employees to apply what they've learned?

- Are you rewarding behaviors taught in the training with incentives, positive feedback and other reinforcement?

- Does your performance evaluation system accurately reflect the job description and the training provided?

- Is the employee well suited to the job?