



THE TIMES 100

BUSINESS CASE STUDIES

Teacher guide

Training and development - Aldi

Where does the lesson fit?

This session would fit in a Human Resources or People Management module. It could follow sessions on workforce planning or recruitment and selection.



Suggested resources & activities related to Aldi and Training and Development

- Full Aldi case study
- Training and Development PowerPoint
- Workforce Planning lesson resources
- Aldi crossword
- Aldi word search

Suggested timings for the session

10 mins	Starter e.g. Aldi crossword
5 mins	Use the Training and Development PowerPoint to discuss the topic
5 mins	Read the case study
10 mins	Questions
25 mins	Task – developing training plan
5 mins	What have you learned?

Answers to questions

1. What is the difference between training and development?
Training involves acquiring new skills and knowledge in relation to a current role. It is concerned with the present and the needs of the job role.
Development, on the other hand, relates to a person's potential to acquire wider capabilities. It is more concerned with the future and the needs of the employee.



THE TIMES 100

BUSINESS CASE STUDIES

2. Describe the two types of training used by Aldi.
Aldi uses on-the-job training and off-the-job training. On-the-job training is carried out in the workplace and includes observation, coaching, job rotation and mentoring. Off-the-job training is carried out away from the workplace and may use college courses and other professional training providers.
3. Explain why organisations, like Aldi, may be wary of training and developing their employees.
Organisations may be wary of spending money training and developing workers which will then give them 'greater value in the jobs market'. Other firms may then try to 'poach' these employees rather than training their own staff.
4. Analyse the benefits to Aldi of having a well trained workforce
A well trained workforce:
 - can be more motivated, and may lead to lower absenteeism and labour turnover
 - is productive and can provide better service
 - allows workers to be more adaptable and flexible
 - allows for internal promotions (over 85% of directors have been recruited internally)

What have you learned?

Expected learning is likely to include:

- the difference between training and development
- the different methods of training – on-the-job and off-the-job
- the different development activities that may be carried out by an employer
- the advantages and disadvantages of both on-the-job training and off-the-job training
- the costs and benefits of training and development.