



How to Augment Your Learning & Development Team When Budgets Are Tight

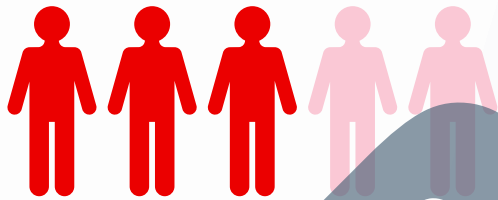
CONQUER 8 COMMON OUTSOURCING FEARS

Today's workplace looks very different than it did before the Covid-19 pandemic swept through the world. Rocked by supply chain issues and a high rate of inflation, companies in all industries are struggling to hold onto this global economic roller coaster ride. Then, add the Great Resignation and "quiet quitting" into the mix and it can feel nearly impossible to project long-term staffing needs to ensure your training projects get completed.

Successful businesses require backup plans that work—especially when data indicates the uncertainty of employment in the US.

If your company is in a hiring freeze or has laid off productive, hard-working team members, you're probably wondering how you're going to meet your goals. Employee turnover—a common challenge Human Resource departments face—makes meeting KPIs and achieving lofty business goals even more difficult. Finding the right talent to replace missing staff members can be a challenge with slashed budgets but there are options.

49% **Nearly half** of U.S. workers are actively searching for a new job or plan to over the next few months.



58% **Nearly 3 in 5** senior leaders are actively searching for a new job or plan to over the next few months.

Source: [SHRM \(Spring 2022\)](#)

L&D Staffing Challenges & How to Address Them

Even if you have not faced any of these common challenges, you can still prepare for worst-case scenarios. Your staffing situation may seem stable today, but you could lose qualified employees, be unable to replace them, and lack the L&D expertise you need.

Options Worth Considering During a Hiring Freeze

The three options we recommend to help your team achieve its training goals are **project outsourcing**, **staff augmentation**, or a **hybrid of both**. Because every situation is different, you will want to carefully weigh your options. We understand that you may have trepidation about outsourcing. We get it. We will address 8 of the most common outsourcing fears (and how to alleviate them) at the end of the eBook.

What Is Project Outsourcing?

Project outsourcing is when you rely on an external vendor to lead and execute your project independently for you.

Outsourcing is ideal for any Learning & Development (L&D) department that tends to experience fluctuating workloads, busy seasons, and ongoing staffing changes. Instead of hiring more staff (which adds long-term overhead costs), seek help from outside resources for a short-term solution that can also free up internal teams for other priorities and assignments.

eLearning project outsourcing can help you:

- meet an aggressive timeline and provide flexibility with scope changes
- foster more innovation and more objective input

The benefits of project outsourcing make it a great solution for many L&D

