

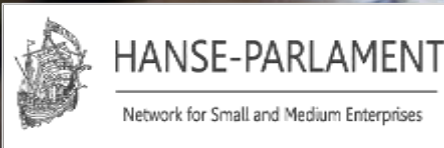


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HR: Trainings with limited budget

Mission impossible?



- Experience in private sector: retail, wholesale, automotive, logistics, IT, hospitality, food and beverage, pharmaceutical, security and cash solutions industries
- and public sector: statistics, research, and foreign affairs sectors.
- One of the founders of Estonian HR Society (HR Selts), active manager of Eesti personalijuhid (Estonian HR Managers) LinkedIn group
- HR Promoter Award final nominee 2022; Brink's Europe HR Innovation Award 2022; PARE Heartful HR Developer Award 2022
- On free time: Head of Village, passionate traveler and travel blogger



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Brink's is the global leader in total cash management solutions.

Trainings with no budget – assumptions & reality

Assumptions:

- Every company needs a training plan (and a budget)
- Everyone should be treated the same
- There are no free trainings
- Online courses need technical skills and special software
- Front line employees cannot be trained online
- In-house trainings are not real trainings

Reality:

- Minimum or no budget trainings are possible, but need a lot of time, input and flexibility
- People will be treated according to (company) needs and some will be left out
- Self service means personal accountability of learner
- Communication needs to be clear and honest
- Define what is a training
- Everyone can be a trainer
- There are a lot of free/affordable possibilities available

Endless possibilities

Some examples of free or low cost training opportunities

Online

- Audit track or limited credit: Coursera, Udemy, edX
- Free webinars of agencies or cooperation partners
- Follow social media: LinkedIn, Facebook events

Face to Face

- Universities and Ministry of Education free trainings
- Professional networking events, e.g. H2H
- Use monetary aids from Unemployment Board or other grants
- Make hybrid large group trainings, record when possible for future usage

In-house

- Work shadowing
- Experience exchange group
- Book club
- Online seminar watching in a group
- Summary of trainings sharing
- Company specific knowledge tests and e-learning creation

HR Selts (HR Society)

- Founded 28.02.2022 – will turn 1 year old
- Membership free of charge
- Active Slack channel
- Monthly newsletter
- H2H Events
- HR Expo
- New in HR – HR buddy
- HR annual survey




Summary





- Start somewhere
- No need to aim for perfection
- Be creative
- Think things through
- Use possibilities
- Plan time
- Communicate
- Learn on the go




Thank you

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