

Benefits From Employment Law Training

You may experience a reduced average of employment-related claims annually once you have implemented an ongoing training to address your employment law training needs.

Since the program's introduction, **one client has experienced a 42% reduction in the number of claims per year** – from an average of 110 claims per year to 64.

Excluding settlement and award costs, **the client calculated a hard cost savings of \$2.2 million dollars per year**. The client's ROI analysis was the result of an **independent study**.

The complete savings and return on employment law training investment from this kind of claim reduction is demonstrated below:

- Say approximately 25 percent of claims go to trial.
- 64 claims x 25% = 12 claims avoided going to trial.

Cost Component Amount

- Attorney's fees of \$250,000 x 12 claims: \$3,000,000.
- Settlement costs or jury awards of \$150,000 to \$250,000 x 12 claims: \$1,800,000 to \$3,000,000.
- Attorney's fees of \$95,000 x 34 claims settled prior to trial: \$3,230,000.
- Settlement costs of \$150,000 to \$250,000 x 34 claims: \$5,100,000 to \$8,500,000.
- Total Annual Hard Costs Saved By Claim Reduction: \$13,130,000 to \$17,730,000.
- The annual cost of training program: \$100,000.
- **RETURN ON INVESTMENT** (\$11,350,000 to \$17,730,000/\$100,000) **11,350% to 17,730%**.

Note that the soft costs savings that have not been taken into consideration would enhance the return on investment even more.

As this analysis shows, clients can experience significant returns on their training program investment. The avoidance of just one claim going to trial or settled prior to trial more than pays for the annual cost of the program. Any organization would be hard pressed to find an asset acquisition that can approach these returns on investment.