

L&D ROI calculator - Example TDI

Certificate of Digital Insurance

in US\$

Costs

Assumption Calculated value

| | | |
|---|-------|-------|
| Monthly Salary of Participant | 3,200 | |
| Cost per hour of lost productivity (160 hours per month) | 20 | |
| Hours on programme | 28 | |
| % of learning during company hours | 30% | |
| <i>Cost of attending (hours away from job)</i> | | 168 |
| <i>Company production and course management cost per attendee</i> | 50 | 50 |
| <i>Travel and expenses for attendees</i> | | - |
| <i>Lecturer travel and expenses (for face to face learning_</i> | | - |
| <i>Cost of facilities (rooms , refreshments etc)</i> | | - |
| <i>Purchase price for programme (TDI Prime members)</i> | | 1,000 |

| | | |
|--------------------|--|--------------|
| Total costs | | 1,218 |
|--------------------|--|--------------|

Benefits

| | | |
|--|------|-------|
| Cost of hiring on turnover (direct, indirect via increased salary and lost productivity) - as % of annual salary | 100% | |
| % increase in staff retention over 1 year | 5% | 1,920 |
| Increase in productivity - as % of annual salary | 5% | 1,920 |

| | | |
|---|--|--------------|
| Hard benefits (estimates are possible) | | 3,840 |
|---|--|--------------|

Hard dollar ROI (hard benefits / Total costs) **3.2 X**

Soft benefits from L&D on digital (hard to measure)

Accelerate digital culture
Develop organisation digital capability
Develop people capabilities
Motivate and engage people
Build an employer brand to attract and retain talent
Create a digital culture that includes life-long learning
Network effects and positive impact on other staff
Increase probability of digital transformation success

These soft dollar benefits are often much more significant than hard dollar benefits

CDI programme details

<https://www.the-digital-insurer.com/tdi-academy/cdi/>