

By FabTraining Ltd

Your Trusted Experts in Workplace Training & Compliance

Introduction

Training your team shouldn't feel like a guessing game.

Yet for many businesses, training ends up being reactive, expensive, and disconnected from their actual needs. This guide reveals 31 common (but often overlooked) training pitfalls and how to fix them using FabTraining's tailored, people-first approach.

Let's take the stress out of training.

Strategy & Planning

1. No Training Plan at All

Solution: Begin with a complimentary FabTraining Training Audit to evaluate your needs.

2. Outdated Courses

Solution: We keep you up to date with changes in legislation and best practices.

3. "We've Always Done It This Way" Mentality

Solution: We tailor each course to match current job roles and business goals.

4. Confusion Between 'Mandatory' and 'Nice-to-Have'

Solution: We clarify essential compliance vs optional development.

5. Annual 'Tick Box' Syndrome

Solution: We help map out strategic refresher timelines and blended solutions.

Cost & ROI

6. Paying for Courses That Don't Add Value

Solution: We evaluate relevance to job roles and offer alternatives.

7. Not Tracking the ROI of Training

Solution: Our outcomes-based approach supports measurable progress.

8. Wasted Budget on Low Engagement

Solution: Our interactive sessions keep staff engaged and returning.

9. Travel Costs & Lost Work Time

Solution: On-site and blended options reduce disruption and cost.

10. Overtraining or Undertraining Staff

Solution: We ensure the right level of training for the right people.

Compliance & Risk

11. Expired Certificates

Solution: We send reminders before expiry to keep you on track.

12. Incomplete Records

Solution: Our admin support ensures everything is logged and documented.

13. Unaware of Legal Requirements

Solution: We provide expert compliance advice to all clients.

14. Thinking 'It Won't Happen to Us'

Solution: We make the real risks clear and relevant to your sector.

15. Relying on One Person's Knowledge

Solution: We offer team-wide upskilling to spread knowledge.

Staff Experience

16. Boring, Death-by-PowerPoint Delivery

Solution: FabTraining sessions are dynamic, scenario-based, and fun.

17. Generic Courses with No Context

Solution: We incorporate industry-specific examples into every session.

18. Anxiety Around First Aid or Compliance

Solution: Our friendly trainers build confidence and capability.

19. Not Considering Learning Needs or Neurodiversity

Solution: We adapt delivery to suit all learners.

20. Language Barriers or Accessibility Issues

Solution: We can offer materials and support in multiple formats.

Admin & Logistics

21. Last-Minute Booking Chaos

Solution: We offer scheduled annual plans to help you stay ahead.

22. Double-Booked or No Shows

Solution: We send reminders and offer flexible rebooking policies.

23. Not Knowing What You've Already Done

Solution: Our training matrix and tracking tools solve this.

24. No Internal Champion or Training Lead

Solution: We become your outsourced training partner.

25. Training Across Multiple Sites

Solution: We travel to you or offer blended/online options.

Culture & Impact

26. No Post-Training Follow-Up

Solution: We provide resources and refresher tools.

27. Low Staff Buy-In

Solution: Our engaging delivery turns sceptics into advocates.

28. One-Off Courses with No Long-Term Plan

Solution: We support long-term learning pathways.

29. Managers Not Role-Modelling Learning

Solution: We offer leadership training and coaching, too.

30. Forgetting Soft Skills Development

Solution: We provide interpersonal and well-being-focused training.

31. No Way to Measure Impact

Solution: We offer review meetings and impact summaries.

Let's Fix it Together

Whether you're a small business, growing team or larger organisation, FabTraining is here to support you with practical, engaging and strategic training that works.

 Call us for a free consultation on 01377 790842

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 www.fabtraining.net

FabTraining - Training that works for real people in the real world.