

training

training TOP 125

Supported by training on new services, customer service skills, and leadership, Jiffy Lube International, Inc. has experienced 10 consecutive years of increased revenue per customer and improved customer service scores. The organization's passion for training helped drive it to No. 1 on the 2016 Training Top 125 and earned its induction into the 2017 Training Top 10 Hall of Fame. The other Top 125ers likewise demonstrated a strong focus on effective training and employee development tied to corporate strategic goals and business impact. Some 28 newcomers earned a spot on the list this year, the 16th in a row *Training* has ranked the top companies of employer-sponsored workforce training and development.

Each Top 125 company was measured on quantitative (70 percent of total score) and qualitative (30 percent of total score) data. Factors influencing the rankings include: Training tied to business objectives • Demonstrable results • Number of trainers • Employee turnover and retention • Leadership development • Tuition assistance • Training technology and infrastructure • Certification • Training budget and percentage of payroll. And much, much more. An outside research and statistical data company, under the guidance of *Training* magazine, scored companies on this data supplied by applicants. Then, *Training's* editor-in-chief and the Training Top 10 Hall of Famers qualitatively reviewed the applications.

Congratulations to this year's Training Top 125!

2016 Rank	2015 Rank	Company Name/ Location/ Primary Business	Annual Revenue	No. of Employees	No. of Trainers Full-Time/Part-Time/SMEs	Total Training Budget	Training Budget as a Percentage of Payroll	Tuition Reimbursement	Training Infrastructure
40	11	Northwestern Mutual Milwaukee, WI Financial Services	\$26.7B U.S.	5,524 U.S.	68/85/1,000	NFP	NFP	Yes	Yes

Northwestern Mutual The challenge of engaging Millennials (college interns in particular) in learning and enhancing their skills while balancing school and a career was met with the use of Northwestern Mutual's E3 (Education + Expertise = Empowerment) platform. New features were developed to support such learners. These features include skill assessments that help to create custom learning plans, along with Mobile-Mentor, which uses 2-way video to practice skills and get feedback anywhere and at anytime. The system has engaged learners with focused content and has resulted in 5,546 custom plans being created since the introduction of that function.

NFP Information provided, but not for publication ND Information not disclosed NA Not applicable BP Honored for Best Practice OTI Honored for Outstanding Training Initiative

