

# To Hire or Not to Hire (In-House *vs.* Outsource)

## EVALUATION CHECKLIST

When considering hiring an in-house trainer vs. outsourcing, here are some things for you to consider:

- Do you have the **expertise to recruit** for the role and create appropriate job descriptions?
- Can you identify the **right prerequisites**, candidate qualities, and educational backgrounds?
- Are you confident in finding someone with expertise in both **variable and fixed operations**, as well as **curriculum and instructional design**?
- Can your in-house trainer distinguish between adult and child learning styles and **effectively create content** and an instruction design strategy to ensure learning and development?
- Do you have the resources and capability to **measure training** success and ROI?
- How broad is your training scope, and can you **afford a trainer** to cover various dealership aspects?
- Do you have the infrastructure to support **performance tracking**, content learning **libraries** and other training-related **infrastructural** needs and expenses?
- Are you prepared for potential **measurement challenges** and potential bias in self-evaluation by an in-house trainer?

In summary, the decision hinges on whether you have the **expertise, resources, and capacity** to effectively manage in-house training. **Choosing an external training partner can be a more cost-effective and specialized solution for many dealerships.**

To learn more, seek out a specialized automotive training solutions company and weigh your pros and cons.