

## HR Law Hotline

November 15, 2023

### THE PARADOX OF TRAIN BUT RETAIN: IMPACT OF TRAS ON EMPLOYEE MOBILITY

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#### SUMMARY

The corporate market is stormed with intense competition. Companies heavily invest in training their workforce to outshine competitors. Yet, as these trained employees become more skilled and employable, a paradox emerges which companies must confront - the exodus of their trained talents in pursuit of "better" opportunities. This exposes employers to not only monetary losses but also project bottlenecks affecting their industry credibility. To avoid such issues, some employers prefer to sign a contract with new employees or employees who are provided expensive trainings for upskilling to ensure recovery of training costs if such employees depart before serving for a minimum retention period. Such contracts are popularly termed as training contracts or bonds.

Please click [here](#) for our detailed article.

— Nipasha Mahanta, Vivek Ilawat and Sayantani Saha

You can direct your queries or comments to the authors.

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