



The gift of choice

Empowering employees to choose rewards they value

Employee Benefits reports that three-quarters (75%) of employees are more likely to stay with their employer because of their employee benefits package.

When employees are engaged, they are less likely to leave. They're more likely to advocate for the business, contribute ideas and perform better. According to Gallup, \$9.6 trillion in productivity would be added to the economy if the global workforce were fully engaged.

By creating rewards and incentives that motivate and value employees, businesses can cultivate a more engaged and satisfied workforce.

In this listicle, we'll explore how HR can encourage employees to pursue their personal development (without the admin), monitor L&D uptake, and deliver financial rewards, such as seasonal gifts or team dinners to celebrate hard work.

1 L&D without the complexity

Many businesses promise learning and development (L&D) opportunities, but they often fail to materialise. On the occasions they do, they involve unnecessary hassle and extensive admin.

Employees must navigate complex approval steps to access funding, and by the time they do, a few weeks later, the course they wanted is no longer available. Businesses then struggle to understand why programmes are underused, with poor uptake eventually leading to the benefit being axed.

There is a simpler way to give employees autonomy over L&D, while maintaining control for managers and finance.

A solution that democratises L&D directly to the employee, allowing them to find the perfect opportunity, request approval from their manager and pay for it themselves using ringfenced company money – all within a few hours.



With Soldo, employees can do just that – by allocating a company card to each employee, loaded with a learning and development budget. Managers control how, when and where it's spent with visibility of the request and payment as it happens.

- Set the budget and distribute funding: Use company and individual wallets, automatic top-ups and groups to allocate money per employee or team, granting the right people control.
- Let employees spend while staying within policy: Issue cards restricted to L&D categories with limits and controls, allowing employees to buy what they want while remaining compliant.



2 Rethinking rewards

It's estimated that one in four (26%) of UK employees are actively seeking a new role, making it especially important for employers to ensure employees feel valued.

While rewards are a small slice of the employee engagement pie, creating a company culture that recognises and incentivises employees can help them feel more motivated and part of a community.

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3 Monitoring uptake of initiatives

Successful programmes are linked to greater employee engagement, which in turn is linked to higher employee retention. The better the L&D programme, the happier the workforce, with research by Harvard Business School showing a 17% increase in productivity and 21% increase in profitability following the rollout of a successful L&D programme.

Measuring the uptake of funding and other benefits provides valuable insights into the suitability of initiatives and any potential barriers employees face. Armed with this data, HR can refine and improve programmes, ensuring the investment works for both employer and employee.



Learn how Soldo can help you manage employee spending with precision, transparency and trust.

Book a demo

Visit www.soldo.com for more information

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