Training of staff is the key to any productive workforce in any given organization. As people work a lot of energy is used and burnt out and therefore a need to continually train them in order to rekindle their working skills. The working environment is constantly changing due to the introduction of modern technology and new work methodologies, as the world continues to become a global village. This then calls for more and more training of staff. The HRD units of the Teachers Service Commission is charged with the responsibility of staff development and staff management. This study investigated the factors that influence the training needs of human resource development units in western Province. It sought to establish whether training policies, training budgets, training needs assessment and relevance of current training programmes affect the training of staff in the HRD units. The population was 66 respondents from the 7 HRD units in Western province. 47 responded and the data was analyzed by use of descriptive statistics. The results of this study have been used to recommend ways and means of improving personnel training in the HRD units as a critical and crucial issue for the effective running of the HRD units. The results found showed that training of staff in the HRD units is not adequately carried out to due factors such as inadequate funding and poor implementation of the training policy. The researcher therefore drew conclusions and made recommendations such as improved budget, allocation for training and enforcing and strengthening the training policies.