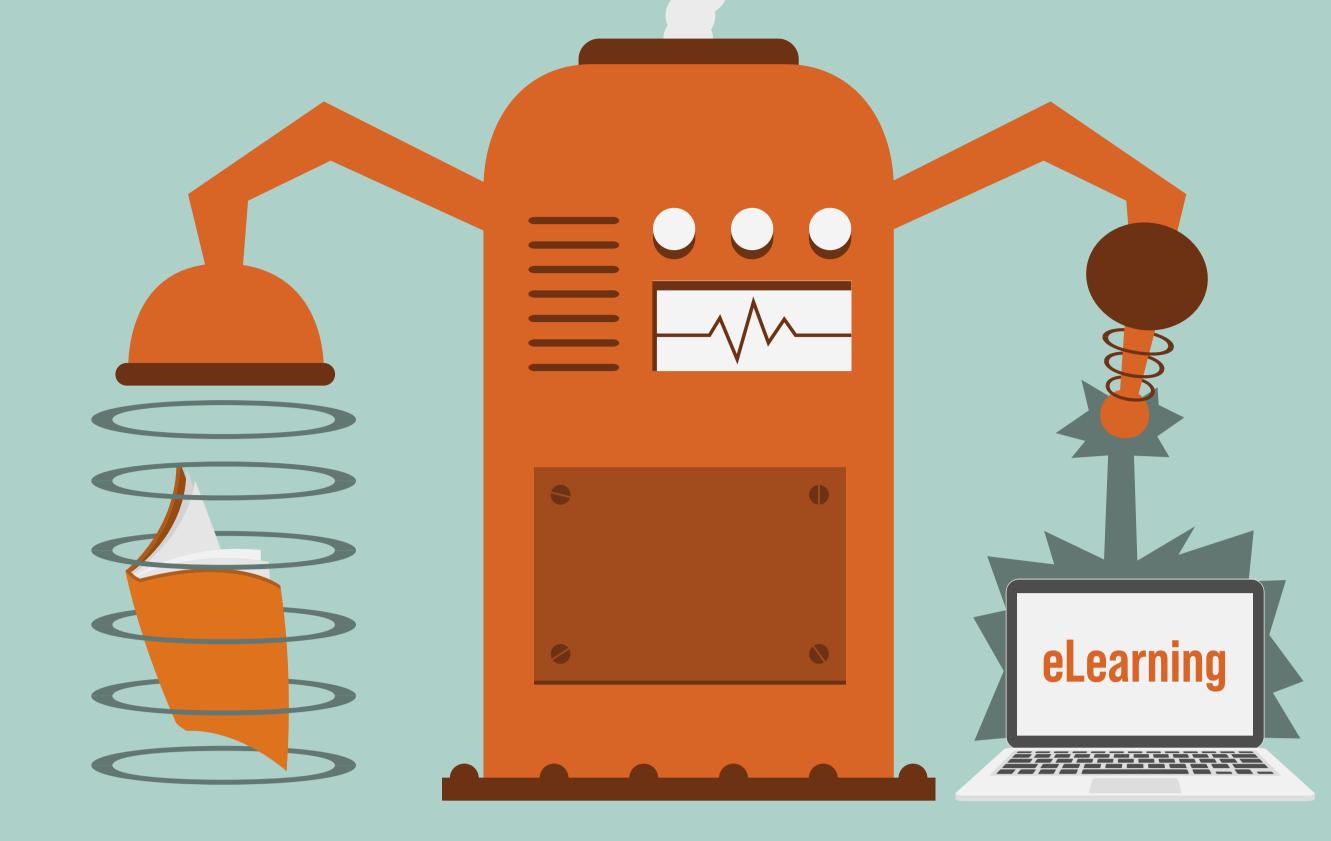


## Cenverting Instructor-Led Training to elearning



### Intro

When you convert your Instructor-Led Training (ILT) to eLearning, you are essentially expediting employee self-learning. This is a huge plus for your company and employees because you're laying the tools for their advancement at their feet- or, their fingertips, in this case.



# Reasons to Switch From ILT to eLearning

Each organization has a unique reason for switching to eLearning. Here are common benefits of why organizations make the change.

#### eLearning is **Highly Adaptable**



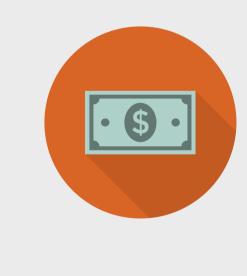
to Learning



With eLearning, you create your course, test-run it, analyze the results, and implement changes. Then you run it again with new and improved features based on the feedback you receive from learners.

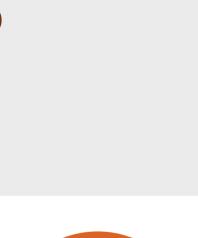
eLearning can mean online learning, computer-based learning, or mobile learning. Whichever venue of course delivery you choose, learners have the benefit of being able to access the content when they need it.

### **Online Training** is Cost-Efficient



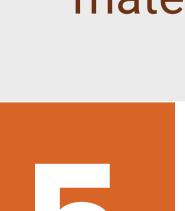
eLearning Reduces
Carbon-Footprint CO2

eLearning runs on your preferred platform and



After the initial investment, eLearning is easy to manage and costs considerably less than re-running a classroom-based course. You're removing costs for classroom locations, materials, trainer fees, etc.

doesn't require the use of paper. You also help reduce your company's carbon footprint since employees and trainers do not need to travel, which leads to fossil fuel emissions.



### eLearning Leads to **Better Retention**

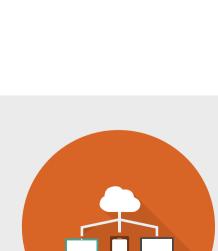


# eLearning is

Online employee training is scalable. You can

disperse it to as many employees as you need,

Scalable



eLearning allows learning designers to implement interactive content. The higher the engagement, the more learners will remember information. When they enjoy learning, they can recall and apply the concepts on the job.

with the benefit of a one-time investment. The more of your learners take the course, the quicker you can write off the expense.



## Now that we've explained the added benefits of using eLearning in employee training

programs, let's see what the steps are towards an efficient conversion.

**Use ADDIE** 

knowledge and skill they possess, and what their proficiency with various platforms might be.



This is the basic cycle you'll be going through while converting your existing ILT into an eLearning training

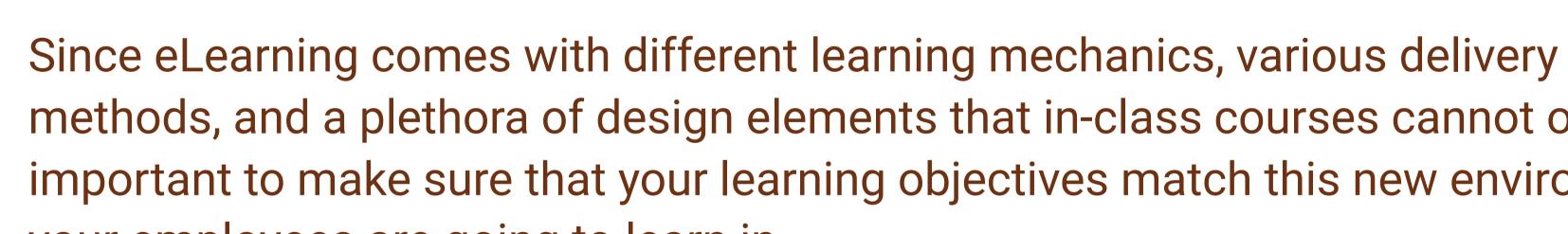
program. You'll need to analyze your audience and figure out what training level they are at, what gaps in

#### Take a hard look at your existing Instructor-Led Training course and figure out what's working, what's not working, and what can be improved upon. Doing this will give you a blueprint for a successful eLearning

course as well as help you avoid possible gaps that ILT didn't cover.

Do Your Homework

Start the Conversion Process



#### methods, and a plethora of design elements that in-class courses cannot offer, it's important to make sure that your learning objectives match this new environment your employees are going to learn in.

Outcomes to Fit the Online Environment

Revamp the Classroom Learning

Assess the Conversion Requirements

Next, you'll want to choose the learning platform that best matches company and

course requirements and objectives so that you can choose the best platform and

employee needs. Whatever delivery method you choose, pay attention to the



# the right program to run your conversion on.

Hire an SME A Subject Matter Expert will make your designer's life much easier. They'll be able to fill in the gaps where needed and instruct the designer towards creating an

Reduces Training Durations



#### eLearning development allows you to create custom training solutions that can be completed in less time while increasing employee performance. Your employees

efficient eLearning course.

overwhelming amount of useless information. Transform In-Class Activities into eLearning Interactive Modules

This step is pretty self-explanatory. You'll need to figure out ways of transferring

in-class activities into fun and skill-gaining interactive components that will

don't have to sit through a boring eLearning course that provides them with an

# engage your employees. Include Microlearning

#### Microlearning is so efficient, it can toot its own horn and not sound patronizing. Delivering bite size chunks of information is super efficient in helping your employees understand and deepen their knowledge and skills.

Allow for Learning Path Personalization

motivate, and make them feel seen.

#### If there's one other thing you can do, aside from using microlearning, it is implementing personalized learning paths into learner experiences. Allowing employees to take the reign over their own educational experience will empower,

Test Your Course

Last but not least, run the program on your preferred platform. Pay attention to

the gathered data. This feedback from the training course and your employees is

Ready to discuss your Training Goals?

essential to working out the kinks in the program.

Talk To Our Team Today!

**CONTACT US** 

