

Make Remote Training Stick with These Simple Tricks

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Could you imagine [66% of the workforce](#) being remote last year? At the start of 2020, having a vast majority of employees working remotely would have been laughable, but here we are. And how quickly we've all adapted to keep up in this short time frame.

Source: Den Rise / Shutterstock



Some workers have quickly adjusted and are making great strides in their remote working abilities, while others may still be stuck. Whatever your workforce's skill set, training is still a crucial part of your employees' development, which means we shouldn't let a virtual wall stand in our way.

Remote Training Is Effective

According to [new research](#) from Clutch, a business-to-business ratings and review site, 57% of

respondents have participated in remote training in a professional setting. And a majority (61%) of those who have participated in remote training think it *is* effective, but it still has its limitations.

Here's How to Make It Stick

As we get deeper into the pandemic, with no end in sight, you may be forced to train your remote workers in this environment. Fortunately, Clutch has identified a few ways to help remote training work for your organization.

Pick the right topic. According to Clutch, you shouldn't waste workers' time training on topics they've already learned about, which is why it's crucial you pick the right training topic. Clutch suggests covering something new and applicable to learners' jobs, and the topic should also be something that can be learned virtually.

Break training into chunks. Not all learners have the time to consume hours-long courses, which is why Clutch suggests breaking the training up into chunks that will allow learners to learn within their own time frames and will help them avoid distractions and interruptions.

Consider the format. If you've heard the phrase "death by PowerPoint®," you know that this refers to a boring PowerPoint presentation during which the speaker just reads each slide line for line. While PowerPoint may be the best format for your training, are there better options that can make the training more engaging for the learners? You should consider the most engaging option for the best results.

Choose the right software. Clutch suggests that in order to make training truly effective, you must invest in other online learning tools such as a learning management system (LMS). Investing in an LMS can lead to fewer distractions and better learning outcomes for remote employees, says Clutch.

Find something cost-effective. COVID-19 has destroyed learning budgets for many employers, as they have had to shift funds into other areas to keep their organization afloat, which is why you should be looking into cost-effective training methods. And you're in luck: Some online training companies have even reduced their fees due to the pandemic. "Look for free or discounted courses to make corporate training work within your budget," says Clutch.

Hire third-party consultants/vendors. If your company is not on a budget, or you prefer to have experts conduct your training, then hiring third-party vendors is right up your alley. "External consultants have professional training and make a career out of training employees from all different backgrounds," says Clutch. "Hiring an experienced consultant to provide tailored training will be the most expensive for a business, but the benefits may outweigh the expenses."

While the pandemic has uprooted our normal lives, when it comes to workforce training, the delivery method seems to be the only thing that has changed. Organizations have had to shift from in-person learning to online learning, but the ideas surrounding it are still the same: Offer relevant, timely training in a format that is easily digestible for learners, and make it engaging so they actually learn something.