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4 ways to deal with the biggest problems of online learners

How to solve the most common challenges that eLearning poses to learners?

eLearning helps companies reduce costs, simplify training management and constantly monitor workers' progress. On the other hand, it offers students the freedom to study anywhere, at any time and at their own pace. Despite this, even online training courses can present some critical issues for the students. What are they and how to solve them?

1. Resistance to change

The initial resistance to the adoption of eLearning training is physiological, especially by older employees. This is a strictly personal problem that, in reality, does not have much to do with eLearning training nature; simply "*some employees are habitual and tend to consider every new process or technology as an intrusion into their workflows*".
To win the resistance change you simply need to promote online learning, showing that it is faster and easier than traditional classroom training. Show the strengths of eLearning: it gives students the freedom to learn at their own pace and wherever they are.
An additional reason why students might not be enthusiastic about online learning is the fear of using a new system. To cope with this, train employees on using the eLearning platform.

2. Technical difficulties

Employees may be eager to use the eLearning platform, but their enthusiasm is blocked by technical difficulties. Of course it can be frustrating, because they will feel powerless. The reference is not to occasional technical problems, but to constant problems.
Why can it happen? Generally, because you chose an LMS that is not suitable for your needs. To safeguard the training strategy of your company, choose an LMS platform accessible from both desktop and mobile and from all the most common operating systems.

3. Lack of motivation

Thanks to eLearning, students can learn at their own pace. This means that students become responsible for their own learning and for those with less intrinsic motivation this could be a challenge to "keep up".
To solve the problem, the training department can define a formal program with specific deadlines for the completion of the various course units and a deadline for the use of the course. This way, less "organized" users can use the official program as a study plan, while users who wish to take courses faster can do so. The training calendar should be communicated to all students and easily accessible from their LMS. To this purpose, an automatic email alert of deadlines could be useful.

4. Lack of interactivity

Some people learn better in a social context. For them, the lack of interaction with teachers or other students is a problem. Many LMSs do not provide training in asynchronous mode; on the contrary, it is possible to organize teleconference training sessions or to use the student forum and chat with the tutor to have full interaction.

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