ELEARNINGNEWS ARTICLE

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9 reasons to use technology in corporate training

Interactivity, lower environmental impact, greater involvement: let's find out what are the advantages of using technology in the context of corporate training.

Over the last ten years, technological development has transformed our world, with repercussions also in the training sector. This is how new ways of learning and **new technologies applicable to training** have appeared.

In this article, we discuss **how technology can help improve the effectiveness of corporate training**.

1. Technology enables access to training anywhere

With the progressive diffusion of cloud-based technologies also in the training field, training has become **accessible via the internet from anywhere in the world.**

This means that students, teachers and administrators can access the training platforms anywhere and at any time both to create and edit training materials and to take courses.

In this way, not only are **training costs reduced** (as accessories such as rental of classrooms, transport, parking, etc. are eliminated), but **training is adapted to the needs of today's world**, where remote work is always most widespread.

2. Technology makes training flexible

Technology makes training flexible in terms of use**: eLearning eliminates time constraints and saves time**, since lessons can also be followed from home, without the need to travel.

In this way, it is possible to train a greater number of employees at the same time, without the need to organize travel on pre-established dates and times.

eLearning also allows you to reach **distant territorial areas**, reducing the time and costs required to manage multiple courses in different areas and replacing them with a single online event.

Finally, online training allows users to access training content at any time, even **on the job**, for example to quickly consult procedures or manuals while carrying out a specific activity.

3. Technology makes learning user friendly

For training to be effective, it must start from the idea that not all users can be treated the same. In fact, each of us has a different learning style and learns according to personal times, paths and inclinations. For example, one person might learn best by reading, another by taking notes, and yet another by practicing. (Read also **" Learning styles: how do your students learn?"**).

The use of technology allows users to learn at their own pace and to approach learning in a personalized style. Furthermore, technology makes it possible to integrate different teaching methods in the same course: online lectures, learning games, interactive quizzes, etc.

4. Technology makes training measurable

The use of technology applied to training allows you to have immediate control of the quality and effectiveness of the courses provided and to constantly monitor the training status of your staff, the level acquired and the improvements achieved over time.

Furthermore, online training platforms allow you to:

- **monitor the activities** carried out on the platform by the trainees (and therefore know if they have carried out the training, how many times they have accessed it, what results they have obtained in the learning tests, etc.);
- **analyze course usage statistics** (percentages of completion, results in learning assessment tests, etc.) to evaluate their effectiveness;
- **verify and evaluate the degree of learning** by analyzing the statistics of the courses and administering ad hoc questionnaires.

5. Technology makes training always up-to-date.

An eLearning platform allows to **continuously update educational content**, in order to offer users content that is always up-to-date and relevant. Has a new company procedure been introduced? With an eLearning platform you have the guarantee that all employees are informed at the same time and that they access the same materials.

Furthermore, for just-in-time training, you can **quickly create short training pills** in microlearning that are easily usable and particularly effective from an educational point of view.

6. Technology makes learning adaptive

Technology makes it possible to **tailor training** to the specific needs of each student.

The more a student interacts with an eLearning platform, the more the platform collects data about them. Over time, the collected data builds a profile that identifies a student's strengths and weaknesses, and a wealth of other information. These data then allow an artificial intelligence to interact with the student, giving him advice and presenting material more suited to his characteristics, with the aim of improving performance.

For more information on adaptive technology, also read **" Adaptive Learning: Revolutionizing the world of learning".**

7. Technology helps reduce learning gaps

The **skills gap** (i.e. the difference between an employee's current level of competence and that required based on the role), is an extremely widespread problem in all sectors, especially in the technical ones.

The use of training platforms equipped with skills management systems (such as **DynDevice LMS**), allow you to monitor training gaps, easily assign users the training paths useful for bridging these gaps and always monitor progress and levels achieved .

8. Technology makes training interactive and engaging

The use of technology applied to training allows you to increase the level of involvement of the trainees, making training more effective.

Let's see some interactive content that you can integrate into an online course:

- **AR and VR simulations**, with which to create safe but realistic environments in which students can practice the skills learned during the course without the fear of making mistakes. Read also: **" Virtual reality and augmented reality: what they are and how they can be used in corporate training"**.

- **branched scenarios**, with which to insert "decision points", i.e. moments in which the user is asked to make a decision that will change the continuation of the course. Read also: **" Branching learning: when we use full immersion to learn".**
- **role-playing games**, thanks to which it is possible to recreate, in a plausible way and in a pleasant context, a situation within which the user will have to play a specific role. Read also: **" The use of role-playing games in corporate training".**
- **interactive videos** that stop at pre-set intervals to provide additional information or ask questions to the user.

9. Technology makes training sustainable

eLearning training represents a green system that can also offer environmental advantages:

- **Reduction of pollution**, as it reduces the movements of teachers and students, who can participate in lessons directly from home or from the office;
- **Energy saving**, since it reduces the structural costs of the training places;
- **Reduction of paper consumption**, thanks to the use of online materials.