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How to convert classroom training to e-learning

Converting classroom courses to the e-learning format can allow you to revolutionize the training offer for your company's staff. Let's see how to implement this transition.

Attending a course in the classroom means having to leave your workplace for several days. Therefore many companies prefer not to invest large amounts of money for classroom training and instead choose e-learning training, which is more flexible and suited to the needs of company work rhythms.

Many companies adopt the so-called synchronous training, with which the students connect at the same time to the virtual classroom and interact in real time between themselves and with the trainer through instant messages or the videoconference connection.

Another possibility is that of asynchronous training: access to the contents of the online course takes place completely independently. Each participant is free to learn their own rhythms at their own pace by accessing content from any type of device and location.

However, each company represents a unique reality, so a detailed analysis of your training program, the characteristics of your employees and your business goals can help you understand how to move from traditional training to e-learning in a profitable and effective way . Before making any decision, however, you will need to take stock of current training technologies, technical requirements and digital components owned by your company, for example the use of platforms where the course content can be created and distributed online: the learning management system (LMS), which also provides information on the degree of participation of the trainees in the training. This information is essential to understand if the content or format (audio, video, text, game) of a course is adequate.

It is therefore clear that choosing a LMS carefully, paying attention to the features that allow students to interact with each other and the administrators to track and analyze their performance, is very important.

In addition to the choice of an LMS, we offer you some suggestions regarding the technologies (and not only) that you can use to offer your employees a training experience as effective as possible, including:

- use offline training resources or make certain content downloadable.
- customize content based on specific learning paths based on the role of your employees.
- analyze student performance and add additional training content based on individual performance within a course.
- use social channels to facilitate communication between students to promote their commitment and involvement with training materials.

With constantly evolving technologies, the flexibility of e-learning can make the user experience much more effective, as well as having a noticeably positive influence on his work performance.