ELEARNINGNEWS ARTICLE

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How to switch from a classroom course to an online course

What is the best way to move from traditional education to eLearning without slowing down the business training process?

Italian companies know that corporate training is not only mandatory, in some cases provided for by law, but also necessary to provide its employees and managers with the appropriate skills to meet the challenge of the fourth industrial revolution. The **digitization of business processes**, in fact, also concerns the way in which skills are learned and transmitted. The problem is that the transition from traditional training to eLearning courses may encounter some resistance. There are fears of losing contact with the trainer and of not being able to use a new technology. In fact, if these two fears are taken into account, the move to eLearning accelerates business education by making it more effective.

Choose how to deliver an online course without losing contact with the trainer

First of all, there are different ways to deliver an online course that provide different levels of interaction with the trainer and other course participants:

- **Synchronous training**: the students connect at the same time to the virtual classroom and interact in real time with each other and with the trainer through instant messages or the videoconference connection.
- **Asynchronous training**: access to the contents of the online course is completely independent. Each participant is free to learn their own rhythms at their own pace by accessing content from any type of device and location.
- **Blended training**: in this case part of the modules of a course are held in the classroom and part are held in eLearning mode. The choice depends on the type of content to be treated and the preferences of the students.

Those with a diverse workforce can focus on synchronous and mixed training, although they may be amazed by the positive results of autonomous learning.

Choose a learning management system, LMS, collaborative and analytical

Another of the resistances linked to eLearning is the use of the platform where the contents of the online course are located: the learning management system (LMS). A collaborative LMS is not very different from a social network where users interact with each other. By allowing users to exchange information and become mentors, the students less accustomed to the use of technology are also involved. From the point of view of the company and the trainers, an LMS is much more than a platform for creating and distributing courses. It is in fact a useful tool for analyzing course data. The information it provides on student participation and their answers is essential to understand if the content or format (audio, video, text, game) of a course is adequate. Improving the content of the courses also improves the degree of involvement of the students and, consequently, their professional skills.

A company that faces online training for the first time will have to carefully choose an LMS paying attention to the features that allow students to interact with each other and the administrators to track and analyze their performance.

In a scenario dominated by big data, human-machine interaction and machine learning, every company has every interest in moving from classroom training to online training. To make this step as lean as possible, it is a good idea to choose the course delivery methods and an LMS that promote collaboration and data analysis.