

Knowledge transfer through e-Learning courses

Do your employees fail to apply the knowledge they have acquired through online learning? Here are 10 questions that will help you understand what kind of e-Learning course is best suited to transfer knowledge effectively to your employees.

If your goal is to ensure that your employees effectively apply the knowledge they have acquired through online courses, here are 10 questions you will need to ask before, during and after using an e-learning course.

1. What are the training needs of students?

To understand what the training needs of your employees are, it is possible to subject them to periodic tests and, based on the results of these, to offer them specific training programs to fill any gaps that have emerged.

2. Is online training in line with company objectives?

Companies that align their learning strategies with business goals are 40% more likely to improve their returns. Online courses designed and developed to achieve a corporate goal motivate and help employees better understand how they can personally contribute to achieving goals.

3. Would it be useful to use a just-in-time learning plan?

Having a microlearning video or infographic allows you to learn and then immediately apply that knowledge to the work context, increasing business productivity.

4. Does the online course produce an immediate benefit in the learning process?

Adult students are motivated to take an online course only if they find an immediate benefit in their learning / performance gaps. In this case, it would be appropriate to first investigate the training needs of employees and suggest a more specific training to fill them.

5. Is the new information related to the information already acquired?

Preferred online training should use quizzes, online discussion forums, effective videos to highlight in a simple way similarities and differences between information already acquired and those to be learned, facilitating learning.

6. Is the content of the online course organized correctly?

The new information contained in the e-learning course should be organized in a concise and easy to understand way: video recordings are more effective than written texts, because visual stimuli enrich the contents with facial expressions, gestures and variations in the tone of the voice.

7. Are the teaching strategies used in e-Learning courses appropriate?

The ideal e-learning course should emulate the problems to be faced on a typical day at the workplace. For example, demonstration videos can be used to show how to repair a car.

8. Are new knowledge adequately strengthened?

Online training should involve students allowing them to remember and put into practice the knowledge acquired. For example, simulations offer the opportunity to practice and learn from their mistakes, in a risk-free environment.

9. Can online collaboration promote knowledge transfer?

After using the course in e-learning mode, each participant can share new knowledge through collaborative platforms, increasing the ability to transfer skills to others.

10. Is it productive to use the strategy of learning by looking at e-learning courses?

The strategy of learning by looking is based on the ability to acquire knowledge through observation. In an e-learning course, for example, the teacher can record the work during the course and then narrate or write how it was done, to convey that specific knowledge to the participants.