ELEARNINGNEWS ARTICLE

Year 5 - number 151 Wednesday 24 march 2021

Smart working: tips for online learning

How to adapt corporate training to the needs of smart workers? Some suggestions from the world of eLearning

The Covid-19 pandemic has revolutionized the way many people work. **Smart working**, in fact, has allowed many to leave their offices and work from home. Companies, which have had to deal with this change in a matter of weeks, are now looking to improve and stabilize remote working by also starting with online employee training. The new challenge for eLearning and companies is to meet employees' needs for virtual learning and social connection. Here are six tips from the eLearning world.

1. Active Learning

Many employees spend hours sitting in front of a computer. Therefore, an online training course should try to remove the static nature of the workday. How? Through the interactivity of video, audio, infographics and a platform designed to narrate and stimulate the curiosity of the trainee.

2. Strengthen corporate culture

Online learning is also a way to build employee loyalty. In fact, the training course should be in line with the company's values and be a way to spread them. That's not all. Just by offering an engaging and motivating course, employees will feel part of the organization.

3. Continuing Education

Learning is not a one-time event. Therefore, the employee journey must be measured in time and effort. Offer mini-courses, through **microlearning**, spread out over time and let employees see the results this training is having on their job skills.

4. Stimulate social interactions

In the year that video calls have been a key tool for interacting with others, the need to communicate with others continues. Trainings can be a time to connect with employees to talk about learning progress, but also issues related to work and personal well-being.

5. Involve is the watchword

eLearning must use all its "weapons" to engage the learner. Learners' emotions are a crucial element to take into account. Some examples? If **gamification** is very useful to launch a challenge and motivate the learner to go on, the narrative of scenario-based e-Learning is fundamental to keep the attention high.

6. Accessible Learning

There's no point in having a good virtual course with great content if learners have technical (and other) difficulties accessing it. Allow them to access the course wherever they are, for example through **mobile learning**, and make sure the platform is **user-friendly**. Also, don't forget that if your company is international, creating a **multilingual course** is the best option to convey the content and make all employees feel part of one team.

Translated with www.DeepL.com/Translator