ELEARNINGNEWS ARTICLE

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Support career advancement with online training

How to support your employees to achieve their goals? With dedicated courses and effective training.

A survey conducted by the research firm Robert Half reports that, with a 21% chance, your employees will reply to the question "*What is more important for you in your job, apart from the salary?* ": career progression.
"This shows that employees are looking for organizations that consider them as a resource and invest in their career progression."

Why do you need to think about the career advancement of your employees?

If you are part of an organization's learning and development team, you should ideally plan a long-term career advancement of employees in your organization, not just unique training programs. In this way, you will demonstrate to employees that:

- learning is a continuous process and you are willing to support their enthusiasm for personal growth and their aspirations;
- you are willing to provide opportunities to improve their knowledge and skills, which bring added value to the company and allow them to remain competitive in the labour market;
- you have a clear project for their growth path in the organization.

How to plan career advancement of your employees?

Identify the skills required for each role and level and create training modules for the development of specific skills related to the role.
Therefore, you can prepare a training plan aimed at that purpose and share it with the employees on the human resource portal or on the Learning Management System (LMS).
The training sessions will be useful for employees to learn about the different options available and open to them within the organization, before looking elsewhere.

The development of the course

Once the training plan has been defined, training must be created. As usual, you can choose whether to implement eLearning, classroom or blended training, depending on your needs. However, it is convenient that most of the training be done in eLearning.

Obviously you will need a production team or an external partner for the development of the course. The following parameters could be used as guidelines for selecting it:

1. experience and qualifications in eLearning development and company training;
2. simple and fluid processes for the production of the highly competent eLearning / Project Management course;
3. willingness to share their expertise and details of existing customer projects (if they are similar to yours).

Choosing a partner with whom you can have a long-term relationship is always a good idea: the partner will have a good overview of the already developed courses and will support you in future projects.

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