ELEARNINGNEWS ARTICLE

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Why use technology in corporate training?

Using technology in corporate training increases course effectiveness and improves employee performance.

The **digital and technological transformation** has profoundly changed every aspect of our lives and work, including the way training is delivered. In fact, the possibilities that new technologies offer in training are endless, and people have been experimenting with new and exciting ways to learn.

The use of **technology in training** has seen a considerable surge in recent years, and digital training has proven to be reliable and effective for training and updating employees, to the point that technology is now an indispensable tool for the industry. Let's find out why:

1. Technology makes training flexible

Technology enables **24/7** access to courses. Therefore, anyone can easily carve out their own spaces to take the course. In addition, they can learn at their own pace and, if necessary, review course materials later.

2. Technology makes training learner-centered

Technology makes it possible to develop personalized activities that adapt to the needs and prior experience of each learner (**adaptive learning**). Adapting online courses to individual needs makes them more effective.

3. Technology makes training mobile

Online courses are accessible from any device connected to the Internet, allowing users to **learn on the go**. None of this would be possible without technology.

In addition, many learning environments allow offline access or downloading of content for increasingly mobile use.

4. Technology makes training immediate

eLearning platforms allow you to **update course content in real time** and continuously add new sources from which to gain new knowledge.

Have you introduced new business procedures? With online training, you can ensure that all employees are informed at the same time and have access to the same materials.

5. Technology makes training engaging

Technology offers many opportunities to make learning more fun and enjoyable, and therefore more effective. For example, introducing gamification elements increases participation, encourages engagement and collaboration. But that's not all. You can also create engaging learning content through the use of **augmented reality**, **virtual reality** or by introducing simulations that help students practice what they've learned.

6. Technology makes training cost-effective

An online course has a cost that can vary depending on the company providing it, the subject matter or other elements. However, it is usually less expensive than a classroom course because it does not stop employees from working for days at a

time, there is no need for transportation, parking, lunch or a whole range of other incidental expenses.

7. Technology makes training "green"

eLearning can also be seen as an ecological choice. Thanks to the absence of travel and paper support, in fact, the so-called "carbon footprint" is reduced.

8. Technology enables immediate feedback

Instant response systems allow instructors or course mentors to **provide real-time feedback**, showing employees where they are going wrong or what could be done better.

These systems can also function as two-way mechanisms, where employees share their feedback providing useful insights to reshape corporate training programs.

9. Technology enables training to be structured in short, easy-to-use modules

Microlearning allows you to create short, easy-to-use and educationally effective training pills. This training mode is perfect for **just-in-time training**: the short content can be reviewed to retrieve useful information when needed.

10. Technology enables you to monitor trainees' training performance.

Learning management systems generally enable the collection and presentation of data that can be used to **assess the effectiveness and impact of training on individual performance**.

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