ELEARNINGNEWS ARTICLE

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eLearning for nonprofits

Nonprofits, like any business, can benefit from eLearning courses in a number of ways.

A **nonprofit** is like a small business, often operating on a shoestring budget to achieve high quality and quantity goals. Plus, if it operates internationally, it constantly needs to adapt to change, different languages and legislation. That's why a customized eLearning platform could be the ideal answer to constantly manage training courses and measure their results. Here's how many ways non-governmental organizations, NGOs, can **use eLearning for training**.

Online training for nonprofit staff, consultants and volunteers

The nonprofit sector is characterized by high staff mobility, with many contracts tied to funding and project duration. In addition, there are also different contractual positions for employees, consultants and volunteers, with equally different training needs.

From an operational point of view, it means having to train new hires often by offering them an induction course and specific courses related to the context in which they will have to work. For each function, from project management to logistics to administration and sector (agriculture, health, education...) there will be specific skills to enhance.

When working with consultants with years of experience, there is a need to involve them in the transmission of skills as SMEs, experts in the field.

Working often with volunteers, it is also important to convey the organization's codes of conduct to protect the beneficiaries of interventions. It may be useful to do this with virtual simulations.

In all of these cases, it is crucial to have an online course catalog that can be enriched with user-generated content in order to fill training needs and meet legal requirements for mandatory training. Some training courses may be translated into multiple languages, while others will need to be localized from time to time to accommodate current regulations.

eLearning for training project beneficiaries

In both development projects, which aim to reduce poverty and improve people's living conditions, and humanitarian interventions, which aim to save lives and offer protection from conflict, environmental and health disasters, the involvement of beneficiaries is fundamental. Imagine an agricultural development or microfinance project. By offering engaging and personalized training courses, beneficiaries' technical skills are strengthened, expanding the effects of the intervention. With eLearning, courses to prepare for emergencies such as floods or earthquakes can also be offered from smartphones and in offline mode.

Dissemination of project monitoring and evaluation results with an LMS

The monitoring and evaluation phases of a development project are essential to show donors the results achieved, but also and above all to learn lessons and understand how to structure future interventions.

This is how best practices are identified, which then need to be disseminated to the general public and all branches of the organization itself.

With eLearning, there is no need to create a conference for every project monitored or evaluated, nor to spend already scarce resources on airfare and any other logistical expenses. The results of an evaluation can be presented in the form of a blended

course, with the ability to do video conferencing. An elearning platform can also serve to conduct surveys and monitor the progress of a training project in the form of a game.

E-learning benefits companies in all sectors, including non-profits.

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