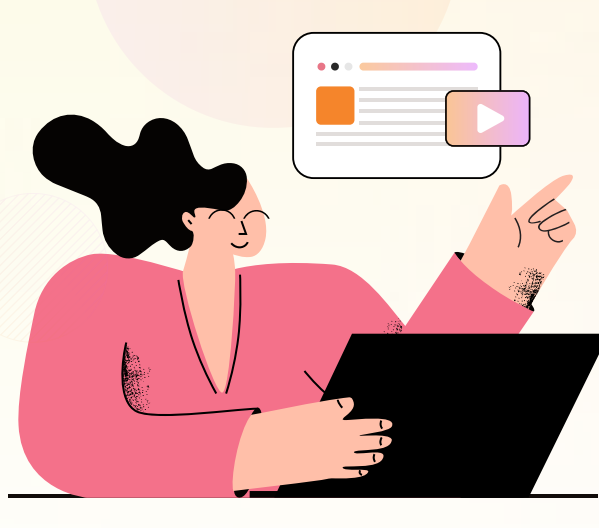


8 Effective Training Delivery Methods to Tackle Training Challenges in 2023

Learning leaders know that providing opportunities for learning and development can create a satisfied and productive workforce. However, with multiple methodologies for delivering training to learners, determining which approach will perform best can be tricky. Here are the 8 training delivery methods that learning leaders can vouch for in 2023.

1



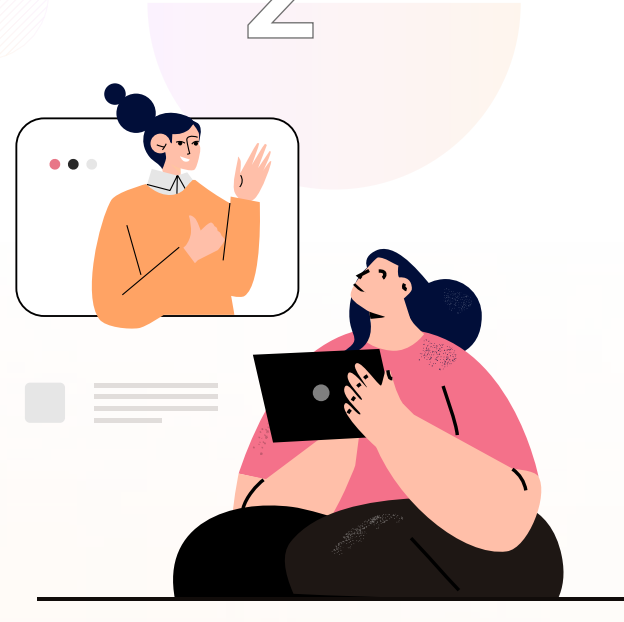
Instructor-Led Training (ILT)

The traditional method of employee training, where an instructor delivers content in a classroom setting, is still effective. This method is best suited for more complicated topics that require in-depth explanation and brainstorming, such as product training, regulatory compliance, and technical training.

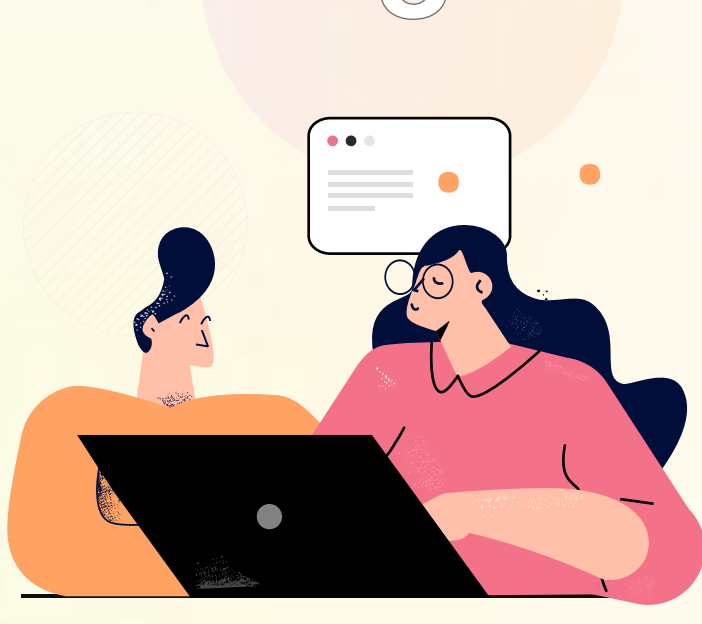
Virtual Instructor-Led Training (VILT)

The training is delivered in real-time by the instructor via a video conferencing platform since the instructor and learners are in different locations. It has gained popularity in recent years as it offers the benefits of both instructor-led training and the flexibility of remote, online learning.

2



3



On-the-Job Training and Job Shadowing

On-the-job training is an excellent method of learning by doing. Experienced employees can help guide newbies and show them the ropes. Job shadowing is a type of on-the-job training that allows an employee or intern to observe and learn from a senior employee already performing the job. It is an efficient way to teach practical skills.

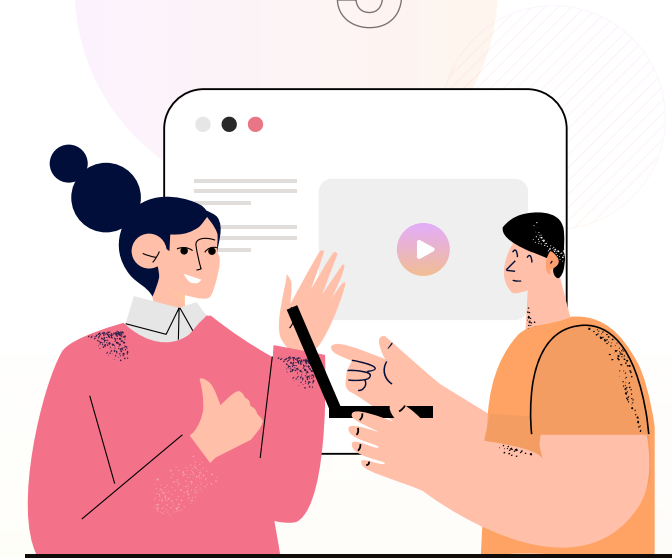
eLearning

eLearning is an increasingly popular method of training delivery, offering extensive training opportunities via an online portal or corporate learning management system (LMS). It provides a global audience with flexible learning opportunities in a short time via games, videos, quizzes, and so on.

4



5



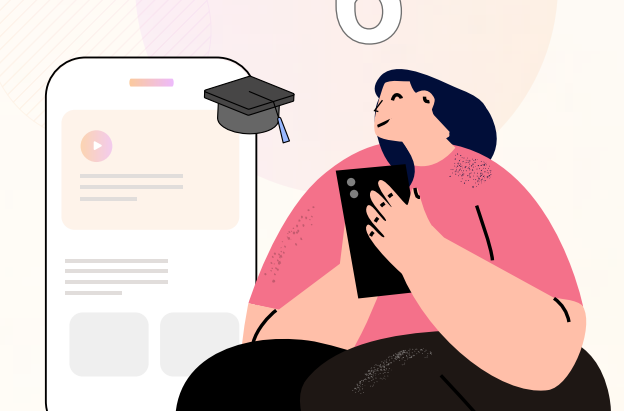
Blended Learning

Blended learning combines the benefits of both traditional classroom instruction and modern eLearning modalities. It facilitates learner engagement and delivers just-in-time support resources required to enhance knowledge application cost-effectively and unrestrictedly.

Mobile Learning

This approach, also known as m-Learning, leverages mobile, portable devices to deliver online training content to learners. Training is provided in smaller bytes and is ensured to adjust appropriately to various screen sizes, which can be accessed from anywhere.

6



7



Microlearning

Microlearning is a type of training delivered in short, bite-sized modules that learners can easily consume on the go. It is an excellent training method for busy individuals, particularly those in sales, as it allows them to quickly and easily access information while still completing other tasks.

Simulation and Game-Based Learning

Simulation training allows employees to experiment and take risks, helping them understand the correct way to do things at work. It involves constructing a narrative around the concept and allowing the learners to use their knowledge to progress ahead in the course—the best way to exercise their brains.

8



To make a case for ongoing training & development in your organization, **download our "Impact Of Ongoing Training & Development" Infographic.**