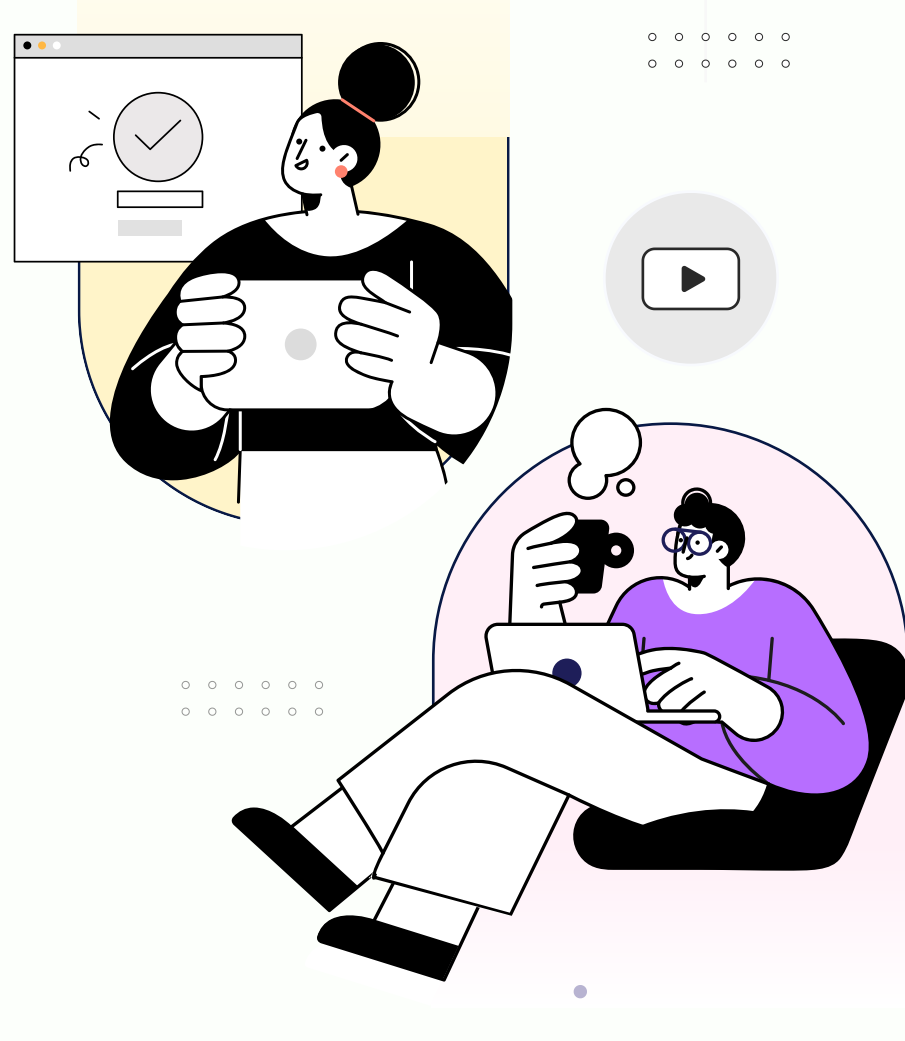


Navigating the Complexities of Training a Hybrid Workforce in 2024



Do you know?



82% of businesses are expected to have implemented a hybrid work model by 2025.

(Source: SHRM)



65% of workplaces around the globe have now adopted a hybrid work model.

(Source: ADP/RI Research)



60% of employees prefer remote work, while a significant 40% lean towards onsite work within hybrid settings.

(Source: Gallup)

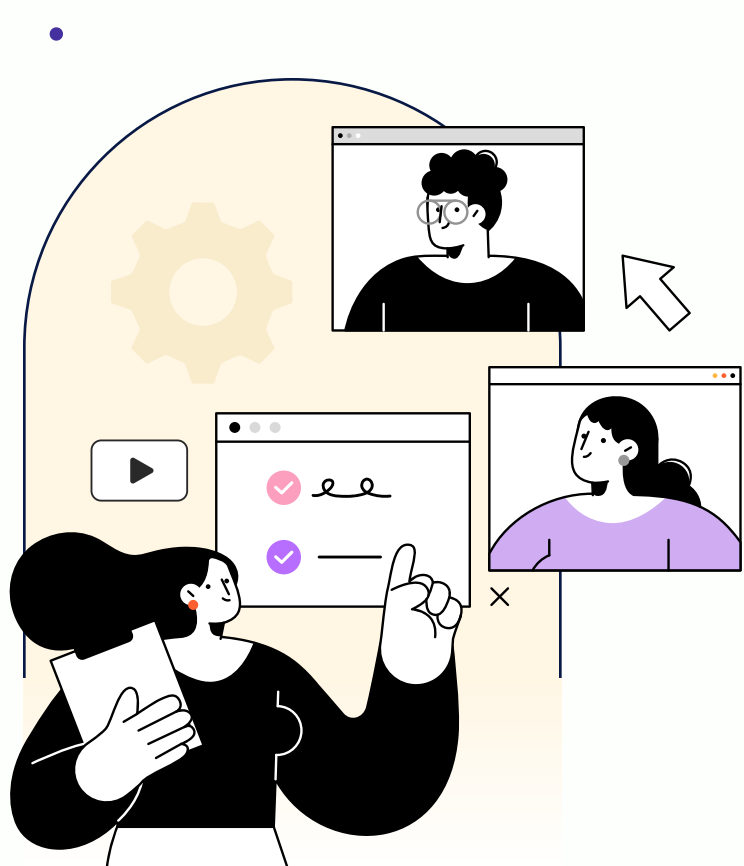
Training a hybrid workforce comes with its challenges, but we have effective solutions. Explore innovative approaches for fostering engaging learning experiences outlined below.

Challenge 1

Managing engagement levels in large remote sessions

Solution

To manage engagement levels in remote sessions, create a hybrid learning environment with interactive materials designed for remote learners. Encourage active participation and use a camera to increase engagement and session effectiveness.



Challenge 2

Hosting and managing the training for a hybrid workforce

Solution

To overcome this, communicate early and often with both groups (in-person and remote participants), assign roles and responsibilities, use interactive tools, and consider a professional facilitator to manage logistics.

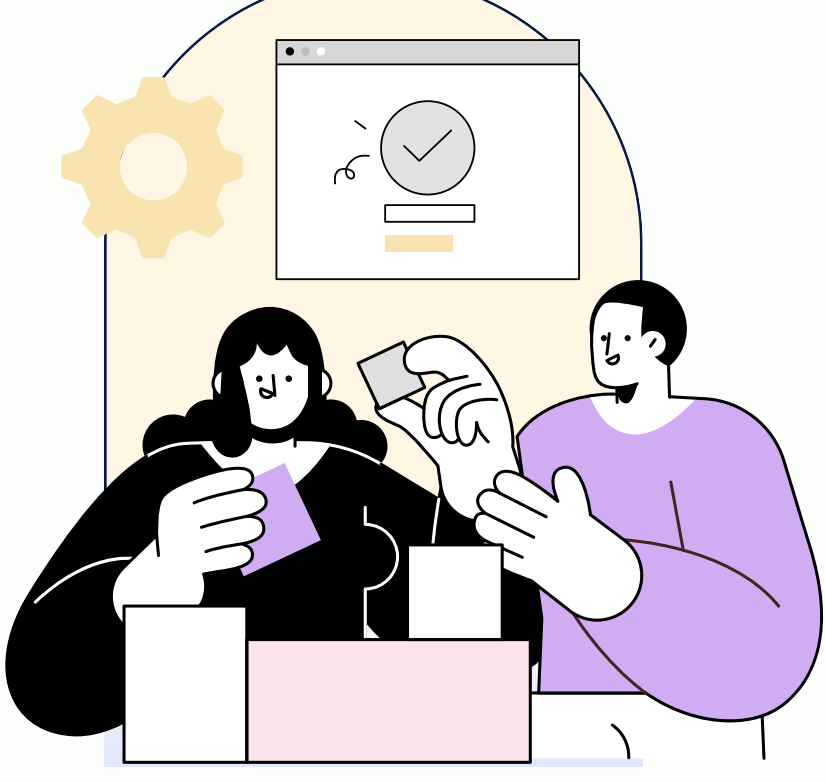


Challenge 3

Encouraging coordination and collaboration

Solution

Consider approaches to encourage creative thinking, such as small group brainstorming sessions, break-out sessions, allowing individuals the time to think with both collective and individual ideation components.

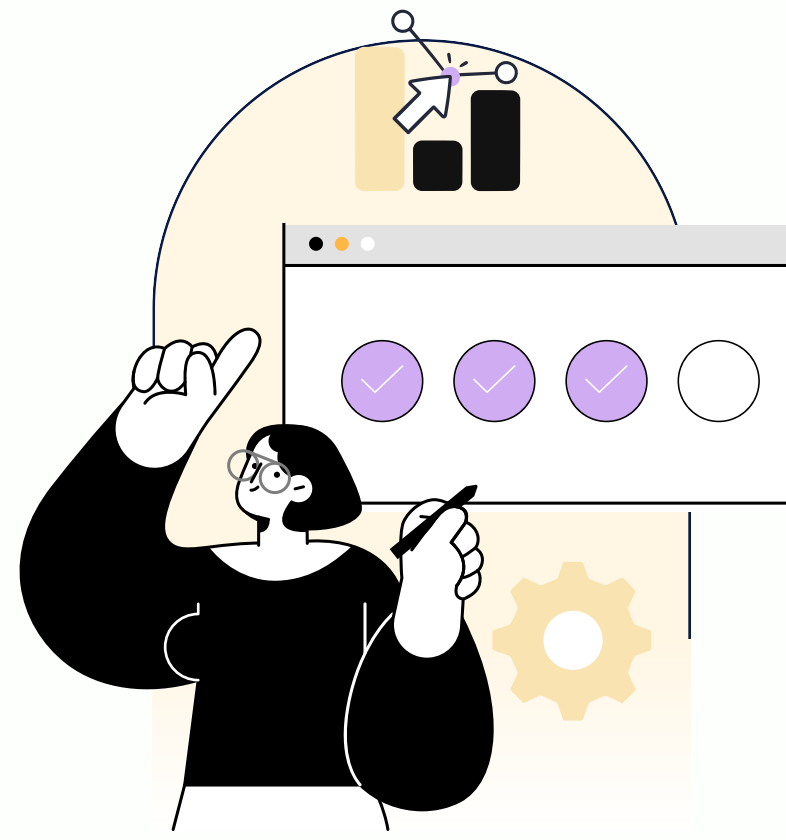


Challenge 4

Tracking engagement and learner progress

Solution

Real-time assessment with technology, such as polls and analytics data, can monitor engagement, participation levels and learner progress. This approach ensures remote learners receive prompt feedback, creating a more interactive and effective learning experience.

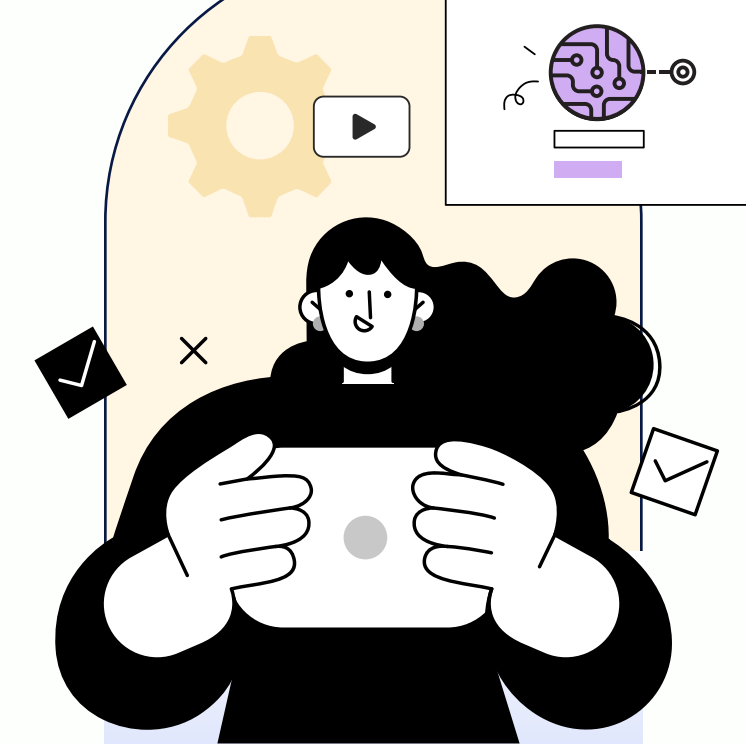


Challenge 5

Integrating pedagogy with technology

Solution

Adapting course materials to suit a digital and hybrid environment demands additional time and effort. The technology should allow the participants in the room to have the same experience during the session as those attending remotely. Additionally, they should be able to take notes in a manner that suits their individual preferences.



Challenge 6

Handling technical issues

Solution

Technical issues can be prevented by using reliable technology, implementing measures such as regular system checks, and providing technical support. Stay updated with the latest technology trends and invest in robust IT infrastructure to minimize technical disruptions.



Challenge 7

Ensuring inclusivity and equity

Solution

Ensuring inclusivity and equity in training a hybrid workforce can be difficult due to the diverse backgrounds and locations of the employees. Organizations should provide accessible training resources, create a culture of learning that values diversity and inclusivity, design training programs with equity in mind, and provide opportunities for feedback from hybrid workers.



Challenge 8

Fostering social connection in a virtual setting

Solution

Implement virtual team-building activities, regular online social events, and collaborative platforms that facilitate informal communication. Encourage open communication channels, utilize video conferencing for team meetings, and encourage virtual coffee breaks for casual conversations to strengthen social bonds among remote and in-person team members.

