



VIRTUAL INSTRUCTOR-LED TRAINING (vILT)

Ardent

CONNECTING AND ENGAGING REMOTE LEARNERS

If you're considering shifting your learning strategy to virtual because of an increase in your team working remotely, here's what to know.

Your Organization Would Benefit From vILT if Your Company:

- Values flexibility in scheduling
- Is looking to minimize or eliminate costs and downtime associated with travel
- Has employees with access to technology and can learn distraction-free
- Strives to offer various ways for employees to participate in required and non-required training events (such as non-compliance/regulatory training or continuing education)
- Can't pull people out of their roles for long periods of time
- Wants to train co-located or dispersed groups of learners
- Has union guidelines that allow members to participate in non-required training during paid downtime (able to come to work, but not fit for the line and/or during shutdown weeks)

How to Be an Effective Facilitator for vILT Learners

Good facilitators are effective at conducting engaging learner discussions that are aligned with the learning objectives of the session. Transitioning to a vILT session, where it is difficult to read and gauge the room, may seem challenging. How do I know if someone is lost and not comfortable interrupting? What happens if I miss a question in the chat window?

Here are a couple successful strategies we've found to be effective:

- When and how questions will be addressed should be clearly stated at the beginning of the vILT. Chat windows and “raise hand” features can help learners and facilitators identify when there are open questions.
- Request the use of “on-camera” classes and utilize a monitor/co-facilitator to “read the room” and respond to questions within the chat.

More Ways Your Organization Can Deliver Training Virtually

- Virtual Classroom
- Recorded lecture/presentation
- Social learning (chat boards, social media platforms, learning management system, employee intranet, etc.)
- One-on-one calls or small group conference calls
- Chat rooms
- Gamified experiences



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