8 Best Practices for Boosting Employee Engagement with eLearning

1. Create Customized Training 'Programs'

Bundle Vector eLearning courses with your own proprietary training content to develop customized employee training programs, including:

- New-hire orientation or refresher training programs
- Role or discipline-based training programs
- Career pathing, skill-based pay, or level up programs

2. Create Training Calendars

Create training calendars specific to your disciplines or job roles

- Post calendars directly to your LMS
- Create course assignments; track completions
- Tie course completions to annual employee evaluations and career paths

3. Promote the Benefits of eLearning Programs. Repeat.

Attract your staff to eLearning. Use email communications, breakroom posters and other materials to promote key user benefits, including:

- Flexible, self-paced learning
- Automatic testing, grading, certificates of completion, reporting to state boards
- LIVE support 5 days a week

4. Hold Training Demos. Repeat.

Ensure employees understand how to take training, explain technical requirements and more

- Hold semi-annual training demos
- Set up an in-house learning station with internet access, Adobe Acrobat Reader, etc.
- For after-hours answers to FAQs, direct users to the Vector Support site

5. Create Incentives. Set Goals. Offer Rewards.

Recognize and show your appreciation for your staff's training efforts with individualized contests and rewards

- Offer incentives for the most courses taken or number of job skills acquired
- Reward staff members with a lunch or gift cards
- Spotlight efforts in company newsletters or communications

6. Help Employees Fulfill License and Certification Requirements

Vector holds 200+ state and national accreditations. Give your employees the peace of mind that their training will meet license renewal requirements.

- Email notifications for license and certification requirements and deadlines
- Direct employees to Vector's license renewal requirement resources and course search
- Vector reports completions to all state boards/ associations that require them

7. Apply Blended Learning Principles

Combine eLearning with other types of training methods, including:

- On the job training
- Ad hoc training
- Task verifications

8. Create a Culture of Learning

Deliver a strong message from the top to the end user

- Create a supportive learning environment; leverage internal champions
- Provide time for training
- Ensure that leadership encourages and reinforces learning

Remember, your Client Success Manager can assist you with driving user adoption.