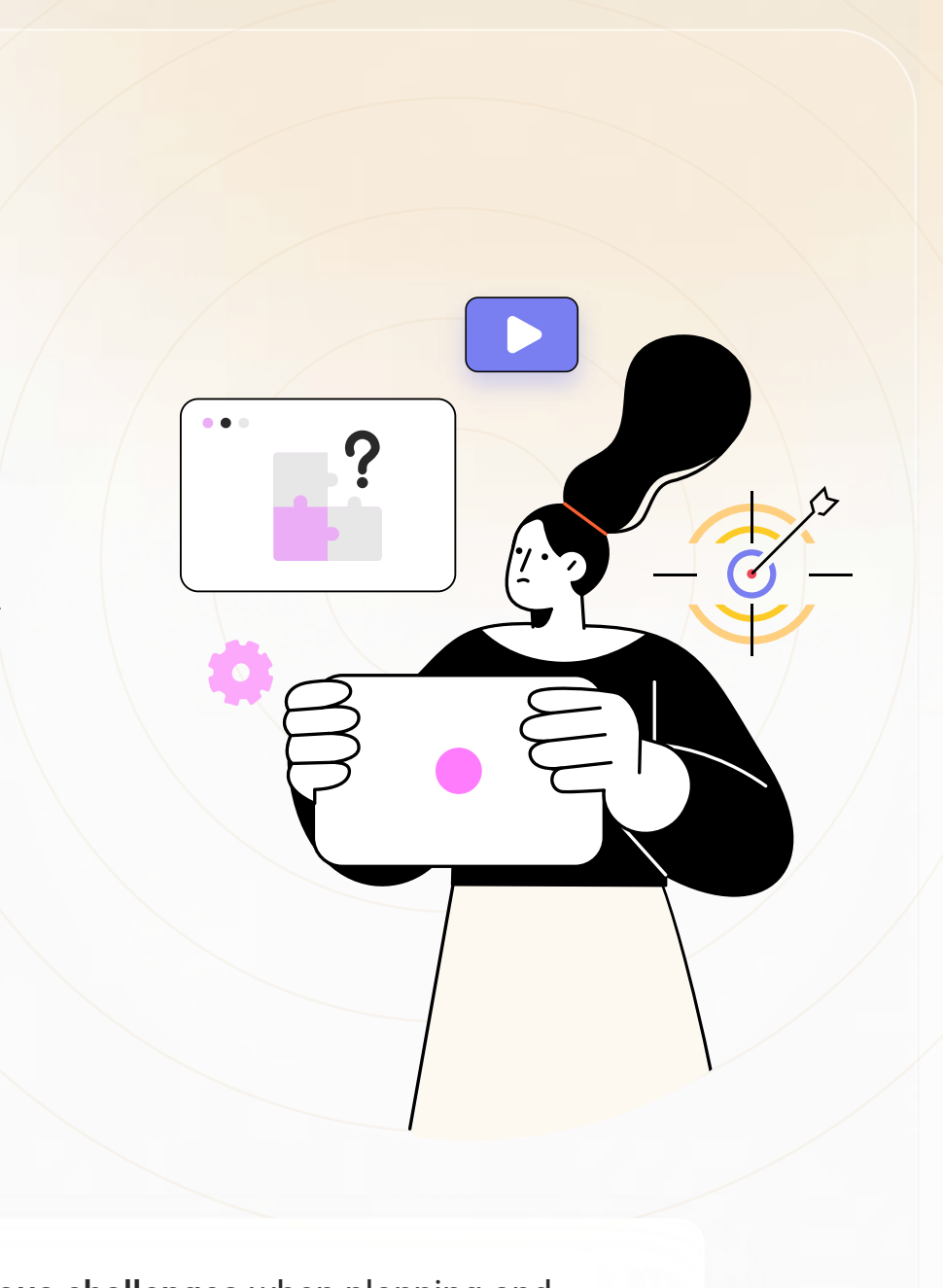


6 Employee Training Challenges Faced by Learning Leaders and Solutions to Overcome Them



Learning leaders often encounter numerous challenges when planning and executing employee training programs. Here are some of the most common challenges faced by learning and development (L&D) professionals—with solutions for each.

Chaotic Employee Schedule

When employee's energy is drained due to their work life, household chores, and a slew of other commitments, there is a possibility that training may only add to their stress.

Worse, intruding on employee's personal time with training sessions is a tried-and-true strategy for making them dread training.

Solution

- Consider implementing a microlearning strategy to give meaningful and relevant knowledge in small portion and in the flow of work.
- Simple microlearning formats, including short videos, checklists, and infographics, make training easy to grasp and facilitates long-term knowledge retention.

Scattered Workforce

The emergence of remote work and a dispersed workforce has posed new training and development challenges. Training a geographically distributed workforce can be tricky as uncertainties are frequent, and cultural differences can lead to irregularities in training.

Solution

- Consider the target learning audience and create content that is not only bilingual but also multicultural.
- Use simple and effective platforms like video conferences, webinars, and online discussion forums to unite geographically dispersed employees.

Different Generations in the Same Workplace

It is unavoidable that an organization does not have employees from diverse generations. Unsurprisingly, the millennial generation is comfortable with online learning and development. Different generations might have distinct learning styles.

Solution

- Build multiple delivery methods for a curriculum, considering the convenience of older employees.
- Millennials are excellent advocates who can effortlessly communicate what they've learned to their colleagues. This significant trait can help in cross-generational knowledge sharing.
- Make it simple for all learners to ask questions and receive content and technical advice through discussion forums.

Lack of Learner Engagement

Passive learning may bore and distract learners during the training process. Furthermore, not having hands-on practice and lack of interactivity impact knowledge retention and engagement.

Solution

- Create interactive breakout sessions by conducting polls, quizzes, and exercises.
- Involve a session moderator who can effectively manage the environment and troubleshoot issues.
- Add a short video to the learning module to generate excitement among learners.
- Engage learners in pre-work through digital learning to spark curiosity and prepare them for the upcoming training session.

Tight Training Budget

Training budgets are typically limited, even though training demands are constantly high. Training is expensive due to facilitation, equipment, venue rental, travel, and software expenses, pushing learning leaders to do more with less.

Solution

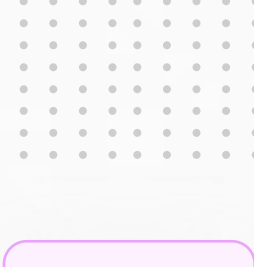
- Switch to an online platform for training delivery; it is typically less expensive to organize because it does not need the booking of a venue, meal, or transportation.
- Use a low-cost, high-performance LMS. This will improve the capability to train many employees on a tight budget.

Poor Feedback Gathering Process

There is a high risk of continuing unproductive initiatives, blaming employees for underperformance, and reducing morale if there is no feedback loop. Employee's learning and the effectiveness of the training programs can only be evaluated with the help of feedback.

Solution

- Incorporate the feedback/response towards the end of the course. The training should be marked complete only when the employee has participated in the survey.
- Feedback will make employees feel more invested in their personal growth, and L&D teams will gain insight into what went well and what did not—a win-win strategy for both.



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