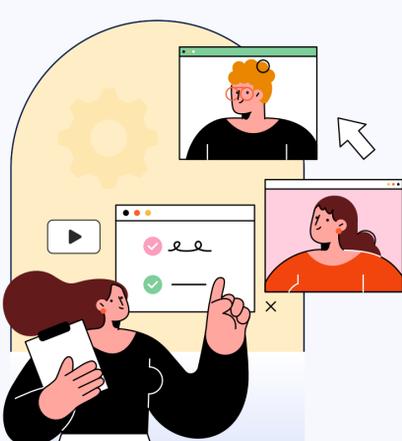
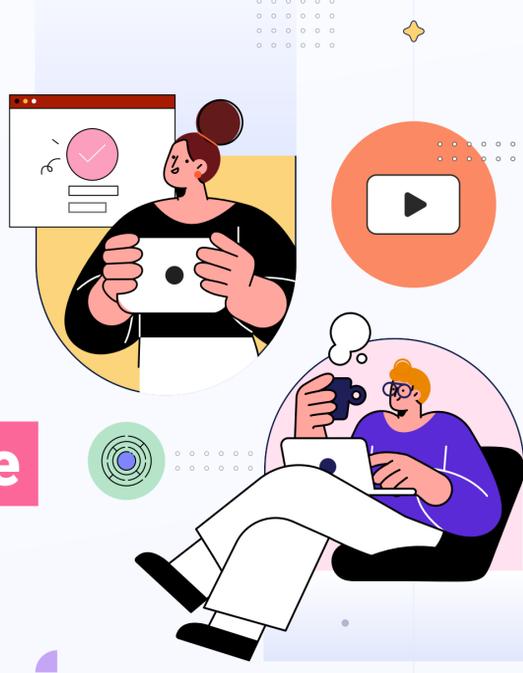


Navigating the Complexities of Training a

Hybrid Workforce



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

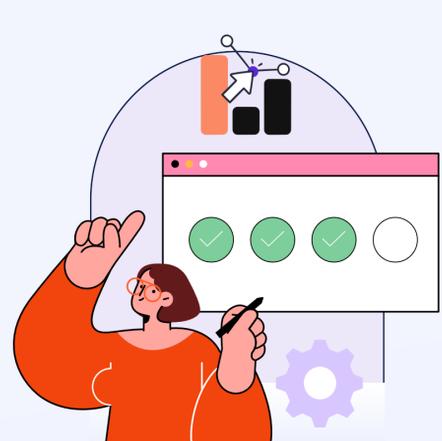
Consider approaches to encourage creative thinking, such as small group brainstorming sessions, break-out sessions, allowing individuals the time to think with both collective and individual ideation components.

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.

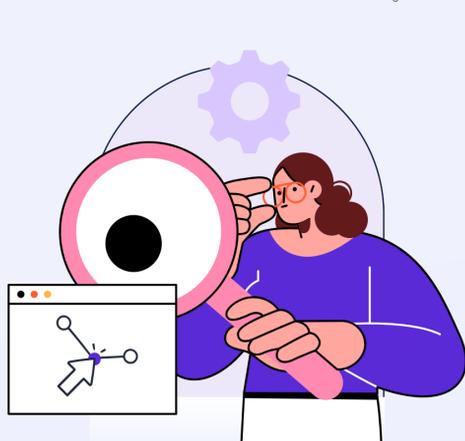


Challenge 6

Handling technical issues

Solution

Technical issues can be prevented by using reliable technology and implementing measures such as regular system checks, providing technical support.



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.

