



Pros and Cons of Training Delivery Methods

The Learning Landscape

Today, training's importance spans industries. Continuous learning is key with evolving tech, shifting markets, and fresh challenges. Diverse methods like classrooms for interaction, eLearning's flexibility, immersive simulations, and blended approaches cater to all. Investing in development is vital for business triumph.

Instructor-Led Training (ILT)

Pros:

- **Interactive Learning:** 85% of professionals believe that hands-on, interactive learning is essential for effective training.
- **Immediate Clarification:** ILT provides instant feedback and answers to questions, enhancing comprehension.



Cons:

- **High Costs:** On average, ILT can cost 50% more per learner than other methods.
- **Limited Flexibility:** Scheduling constraints and geographical barriers can hinder participation.

eLearning

Pros:

- **Convenience:** 67% of learners prefer accessing training content anytime, anywhere.
- **Cost-Effective:** eLearning reduces training costs by up to 60%, making it a budget-friendly option.



Cons:

- **Requires Self-Discipline:** 48% of learners struggle with self-paced learning due to distractions.
- **Tech Barriers:** 41% of learners find it challenging to adapt to new technologies for learning.

Blended Learning

Pros:

- **Best of Both:** Combining ILT and eLearning results in a 25-60% increase in learning outcomes.
- **Flexibility:** 85% of organizations report improved training outcomes with a blended approach.



Cons:

- **Coordination Challenges:** Maintaining consistency across various components can be complex.
- **Resource Intensive:** Creating a balanced blend demands more time and effort.

Virtual Instructor-Led Training (VILT)

Pros:

- **Global Reach:** 94% of businesses reported seeing benefits from VILT in terms of wider reach.
- **Time Efficiency:** VILT can reduce training time by 40-60%, enhancing productivity.



Cons:

- **Technical Issues:** Connectivity problems can disrupt the learning experience.
- **Lack of Personal Touch:** Building rapport in virtual settings can be more challenging.

On-the-Job Training (OJT)

Pros:

- **Hands-On Experience:** OJT leads to 75% higher retention rates compared to other methods.
- **Skill Development:** 70% of learning happens through real-world experiences.



Cons:

- **Inconsistency:** Quality of training can vary depending on mentors' expertise.
- **Limited Scalability:** OJT can be challenging to scale for larger teams.

Finding the Right Balance

- Emphasize the importance of selecting the right training delivery method based on organizational goals, learner preferences, and resources.
- Encourage a tailored approach that combines different methods for optimal results.

Sources:

Association for Talent Development (ATD)
 Brandon Hall Group | eLearning Industry | Training Magazine