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HR Tips for Training in 2021



Training isn't new, but the methods used to train employees are continuously evolving. Implement these timely learning and development tips to see your people and profits soar.

1

Fully embrace e-learning.

Digital training improves the experience for both employee and employer. Immediately engaging new hires in learning and development dramatically impacts their job performance and loyalty.



Consolidate your LMS and HCM.

2

Make learning and development an easy part of every day by integrating your learning management system with your human capital management software. It unifies data behind a single login with a consistent UI.



3

Be sure it's mobile friendly.

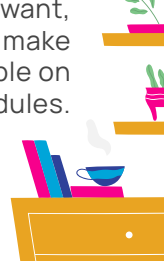
With so many remote, deskless, and gig workers, it's vital to reach employees where they live today —their phones! Mobile delivery makes training ridiculously accessible to everyone across your entire workforce.



Make training on-demand & self-paced.

4

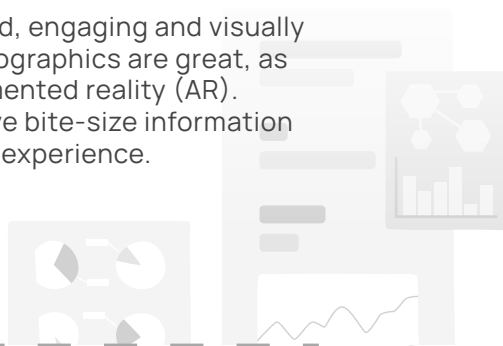
The next wave of workers (Gen Z) are digital natives. They grew up learning whatever they want, whenever they want, online. So, make training self-serve and available on employees' schedules.



5

Create concise (and fun) content.

Provide content that's focused, engaging and visually intuitive. Short videos and infographics are great, as well as gamification and augmented reality (AR). Because modern workers crave bite-size information and expect an enjoyable user experience.



Personalize employee development.

6

Create a unique plan for each employee. It doesn't have to be complicated, just a simple guide. Start new hires on their learning and development path immediately to set the precedent and drive a culture of learning in your company.



7

Give them something to show for it.

Recognize and reward employees with digital merit badges and certificates. It gives your people more selling points to add to their resumes and another way to increase their professional value over time.



Keep it easy for team leaders.

8

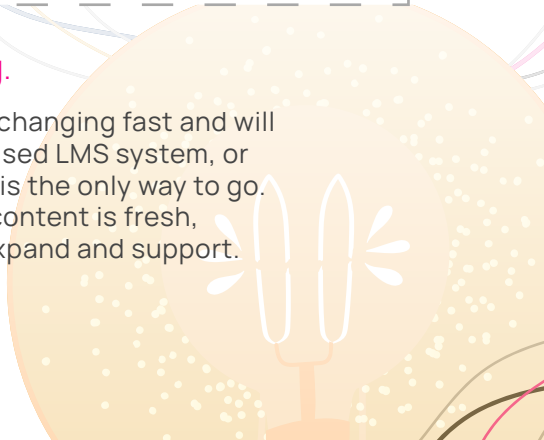
Make it simple for supervisors to create custom courses, upload their own content, assign individual paths, define teams based on roles and responsibilities, and track training.



9

Futureproof your training.

Learning and development is changing fast and will continue evolving. A cloud-based LMS system, or software as a service (SaaS), is the only way to go. It ensures your program and content is fresh, relevant and easy to refine, expand and support.



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