The Ultimate Buyer's Guide to
Online Learning Solutions

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Why Is Online Training So Important Today?

It's no secret that employee training has become a top priority among organizational leaders who strive to see their companies operating at peak performance. The 2019 LinkedIn Learning Report found that 94% of employees would stay with an organization longer if it invested in their development.

That shouldn't be a surprising statistic considering the opportunities for learning and development are one of the main factors younger workers are looking for in their employers. And as the workplace is quickly skewing toward a millennial- and gen z-driven world, it's vital to focus training to an online environment.

Long classroom training sessions are no longer the method of choice for most topics. With continual improvements in training technology, it's easier than ever to meet your modern learners where they are. A training program that aligns employees' needs with organizational needs already creates a competitive advantage for you, but that's not the only reason to consider online options.

For example, by moving away from 100% classroom safety compliance training to offering 10 out of 12 monthly training sessions online, Conductix-Wampfler saved a total of $106,625 annually and decreased time to develop, schedule, create, and administer training by 97%.

Modern training methods can be used to overcome many challenges that may be disruptive to your organization, including:

- Safety and compliance
- Dispersed workforce
- High employee turnover
- Inexperienced leaders
- Upskilling and reskilling
- Sales Training
- And more!

Integrating online solutions into your training program allows you to tap into the potential you know resides in your workforce. Technology that harnesses high-quality, expertly delivered content is a powerful tool in the hands of your employees.

You'll want to look for a complete solution that includes an easy-to-use platform, quality content library, provides skills development opportunities, and acts as a strategic partner from implementation and beyond.

If the question on your mind is,

" How can I find a training solution that will help us achieve all this? "

then you're reading the right guide.

What to Look for in an Online Learning Platform

The options of how you deliver training to your employees can seem overwhelming. Each has pros and cons so let's consider a few.

Sure, there are times when instructor-led training works best – learning how machines work or demonstrating how to provide patient care. Every industry might have something that is best demonstrated live and in person. But a lot of the time, employees consider these to be talking-head style presentations where someone drones on and there isn't much retention afterward. Having someone come to your offices to train (they'll need classroom space, too) can become a more costly option and difficult to coordinate with the growing popularity of remote work.

Blended learning is another possibility when delivering training. It's a combination of instructor-led training along with online learning. This is a great choice as you can separate out the topics that take longer into one delivery option and make the best use of everyone's time. Breaking topics up into manageable chunks being delivered appropriately can engage learners and help them retain the information.

When your workers need to fit training into the flow of work because they are managing different projects, in different places, at different times, online learning is a great choice. This delivery is best for large groups because it allows learners to take training when it works for them with minimal time away.

You'll need to think through the platform that can help you achieve your training goals.

What You Need in a Platform

A learning management system (LMS) allows you to have a central hub for all things training in your organization. Employees can access learning content anytime, anywhere whether it's assigned content or a topic an employee seeks out on their own.

Every LMS comes loaded with features, so it can be confusing to figure out which ones make it worth the investment, and which aren't. To simplify things, we'll break this up into two important areas: the learner experience and the administrator experience.

To ensure the highest adoption rates, you need to think of how your learners will be using the system. Ask yourself, "What will my learners think of this experience?" Here are the main features you should be looking for to ensure the learner's experience is the best that it can be:

- Ability to white label the solution and make it feel like a part of your brand
- Filters to search for and narrow down content quickly
- Seamless user experience optimized for mobile devices
- Gamification options to increase utilization and engagement
- A component for sharing content and learning with their peers
- A way to save content into a playlist they can easily come back to
- A content recommendation engine that grows with learner behavior and offers content related to what learners in similar roles are taking

On the administrative side, you want to make sure the system offers everything you will need to manage, monitor, and measure your program. A few features that administrators want to look for are:

- Simple management of custom content, certifications, qualifications, classroom, and external training requests
- Compatibility with other systems (Microsoft, for example)
- Flexibility with organizing employees into various teams/groups/departments
- Ability to easily create and assign content and/or playlists
- Robust reporting options
- Options to preview, curate, and assign content without tracking to your personal learning record

Evaluating an online learning platform is one piece of the learning technology puzzle, so once you know what you're looking for there, the next step is to think about the content that's available through the learning platform.

BizLibrary client Security First Insurance reduced their training time by more than 70% as a direct result of incorporating BizLMS.

Finding a Quality Content Library

A complete online learning solution means not having to choose between great learning platform features or great learning content because you deserve both!

A high-quality content library is equally as important as a strong learning platform because simply accepting content that is "good enough" isn't going to result in success for your training initiatives. **Employees won't engage with content that feels outdated or throws too much information at them.** If they aren't engaging, they're not retaining what they've learned, and your training will have nothing to show for the effort.

A complete training solution provider focuses on curating and producing highly engaging content, and can deliver it from their own online platform, all in one package.

A content library encompasses more than what meets the eye, so when you're evaluating content options, look for these elements to know you're getting a solution that works:

- A library aggregated from multiple producers who are experts in their respective fields
- A thorough curation process, ensuring only high-quality content is provided
- New content added and outdated content retired on a regular basis
- Covers a wide range of topics, including upskilling, reskilling, soft skills, compliance, and safety
- Allows for learning retention options such as timed boosters, quizzes, and support materials
- A variety of formats to suit different learning preferences
- Content mapped to specific competencies
- Learning paths pre-built with content covering specific topics or skills
- The ability to customize off-the-shelf content to better suit your organization

You'll also want to look into the style of videos provided in the content library. Microlearning videos are the way of the future. They take complex topics and break them down into bite-sized chunks that are easily digestible for the modern attention span.

You will want to specifically look at the library to see if it has content that aligns to your industry, goals, and job roles. Does the training provided match what you see as necessary for your workers to learn?

We have taken it one step further and developed a way to put all of that together into a upskilling solution that is effortless. The BizSkills platform allows you to easily customize and automate your skills development program based on the most important training needs in your organization, personalized and targeted by job role.

Long gone are the days where you have to sift through and assign and align content to job roles. With BizSkills, we take the guesswork out of curriculum development, and expertly scale personalized learning experiences throughout your organization! Our more than 500 off-the-shelf job roles are mapped to our more than 1500 skills for those roles. We take it a step further and map those skills to our content library.

BizSkills allows not only managers, but individual employees, to find the skills and job roles that are right for them. They can easily learn the skills they need for a promotion or job shift and add areas that interest them to their curriculum.

L&D industry leader Craig Weiss said, **"This simplifies a process in such a way that anyone could take off running with the system. The moment I saw it, I knew right away, this is going to be special."**

Best-In-Class Content
Our library of 9,000+ courses covers all the topics and skills your modern workforce needs.

Powerful Learning Platforms
Whether you're building critical skills or tracking assigned training, our platforms keep it simple.

Dedicated Partnership
We're here to help you build the training and development program you've always wanted.

Finding a True Partnership

Partnership is the element that separates true training solutions providers from ordinary vendors. A partner is with you every step of the way and will provide you with the basic services that you'd expect from any vendor, but then they go beyond the basics by **stepping into overcoming your business challenges with you.**

These are a few things to look for in a vendor to see if they'll be a dedicated partner:

• Exceptional technical support
• You get regularly scheduled strategic calls with them
• They listen to your feedback and work to better meet your needs
• They offer content mapping to help you match skills needed with the right courses
• They help you promote your training initiatives through marketing materials

Investing in a Complete Learning Solution

We are a true partner and a total package. We help you every step along the way from breaking down lessons and mapping them to job roles and needed skills to marketing your training program. We help close skill gaps by helping you align your training objectives to your organizational goals and delivering it in a clear way, making upskilling and reskilling easier than ever.

What sets us apart? We are your one-stop-shop for training.

BizLMS was built with both learners and administrators in mind. Employees can easily see where they are with completing training assignments and decide what they'll learn next from recommended content. We provide advanced search and filtering capabilities, so no one spends a lot of time searching for something. For administrators, tracking of assignments is easy and curated learning paths are a breeze.

The most recent addition to our offering is BizSkills, our skills development platform that makes upskilling and reskilling easier by mapping existing job roles to the skills needed to complete those roles, and then taking those skills and mapping them to our content. This helps make personalized training an attainable goal for organizations and career growth a possibility for employees.

With an increase of employees working from home, BizLibrary has adapted to the changing needs of the workforce, and is creating a virtual classroom experience that can include live video streaming capability with recording, screen sharing, an online whiteboard features along with live chat and interactivity, and participation controls.

We provide a library of more than 9,700 videos curated from producer partners and nearly 5,000 videos created in-house complete with learning retention boosters. We never stop creating, adding, and retiring content, keeping our library in tip top shape – and you can make it fit your specific needs with simple tools for customizing our off-the-shelf content. Already have an LMS that isn't ours? No worries. Our content can be delivered in any learning system that accepts AICC, SCORM, or xAPI compliant content.

Wondering where the partnership comes in? It's our world-class Client Success team. BizLibrary's Client Success and Client Support Teams provide the tools and resources needed for a successful learning program. Client Success Managers are your expert advisors from day one and provide the best practices and guidance on gaining leadership buy-in, developing marketing and communication plans, and executing flawless program management.

Get to Know BizLibrary

If you're ready to jump right in and see if BizLibrary could be the right fit for your organization, click the button to request your free demo of our online learning solutions:

Request a Demo

BizLibrary is a leading provider of online learning for growing organizations. Our award-winning microlearning video library engages employees of all levels, and our learning technology platform is a progressive catalyst for achievement. Partnered with our expert Client Success and Technical Support teams, clients are empowered to solve business challenges and impact change within their organizations.

To learn more, visit www.bizlibrary.com.
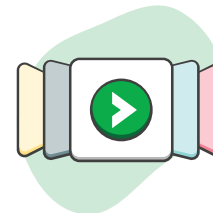
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About Our Solutions

If you'd like to do more research on your own before doing any demos, here are a few resources to get you started:
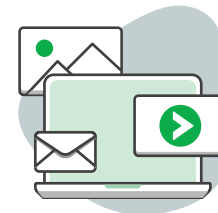
LEARNING MANAGEMENT SYSTEM PAGE

PARTNERSHIP PRODUCT SHEET

THE BIZLIBRARY COLLECTION PRODUCT SHEET

BIZSKILLS PRODUCT PAGE