

# 8 Best Practices for Boosting Employee Engagement with eLearning

## 1. Create Customized Training ‘Programs’

Bundle Vector eLearning courses with your own proprietary training content to develop customized employee training programs, including:

- New-hire orientation or refresher training programs
- Role or discipline-based training programs
- Career pathing, skill-based pay, or level up programs

## 2. Create Training Calendars

Create training calendars specific to your disciplines or job roles

- Post calendars directly to your LMS
- Create course assignments; track completions
- Tie course completions to annual employee evaluations and career paths

## 3. Promote the Benefits of eLearning Programs. Repeat.

Attract your staff to eLearning. Use email communications, breakroom posters and other materials to promote key user benefits, including:

- Flexible, self-paced learning
- Automatic testing, grading, certificates of completion, reporting to state boards
- LIVE support 5 days a week

## 4. Hold Training Demos. Repeat.

Ensure employees understand how to take training, explain technical requirements and more

- Hold semi-annual training demos
- Set up an in-house learning station with internet access, Adobe Acrobat Reader, etc.
- For after-hours answers to FAQs, direct users to the Vector Support site

## 5. Create Incentives. Set Goals. Offer Rewards.

Recognize and show your appreciation for your staff’s training efforts with individualized contests and rewards

- Offer incentives for the most courses taken or number of job skills acquired
- Reward staff members with a lunch or gift cards
- Spotlight efforts in company newsletters or communications

## 6. Help Employees Fulfill License and Certification Requirements

Vector holds 200+ state and national accreditations. Give your employees the peace of mind that their training will meet license renewal requirements.

- Email notifications for license and certification requirements and deadlines
- Direct employees to Vector’s license renewal requirement resources and course search
- Vector reports completions to all state boards/associations that require them

## 7. Apply Blended Learning Principles

Combine eLearning with other types of training methods, including:

- On the job training
- Ad hoc training
- Task verifications

## 8. Create a Culture of Learning

Deliver a strong message from the top to the end user

- Create a supportive learning environment; leverage internal champions
- Provide time for training
- Ensure that leadership encourages and reinforces learning

Remember, your Client Success Manager can assist you with driving user adoption.