

Virtual Instructor-led Training (vILT) to engage remote learners

If you're considering shifting your learning strategy to virtual, it's not as simple as sending a Zoom invite and imitating what you'd do in-person. From effective virtual facilitation to flexible scheduling and engagement tactics, everything is different when your audience isn't in the room.



Your organization would benefit from vILT if your company:

- Values flexibility in scheduling
- Is looking to minimize or eliminate costs and downtime associated with travel
- Has employees with access to technology and can learn distraction-free
- Strives to offer various ways for employees to participate in required and non-required training events (such as non-compliance/regulatory training or continuing education)
- Can't pull people out of their roles for long periods of time
- Wants to train co-located or dispersed groups of learners
- Has union guidelines that allow members to participate in non-required training during paid downtime (able to come to work, but not fit for the line and/or during shutdown weeks)

What makes an effective facilitator for a virtual audience?

Good facilitators know how to conduct engaging discussions that are aligned with the learning objectives of the session. Transitioning to a vILT session, where it is difficult to read the room, may seem challenging. How do I know if someone is lost or not comfortable interrupting? What if I miss a question in the chat?

Here are a few strategies we've found to be effective:

- Clearly state when and how questions will be addressed at the beginning of the vILT.
- Chat windows and "raise hand" features can help learners and facilitators identify when there are open questions.
- Request the use of "on-camera" classes and utilize a monitor/co-facilitator to "read the room" and respond to questions within the chat.

More ways to train virtually



VIRTUAL CLASSROOM



RECORDED PRESENTATIONS



SOCIAL LEARNING



1:1 OR SMALL GROUP CALLS



GAMIFIED EXPERIENCES

Is vILT right for your organization?
We'd love to help you find out.

 GET IN TOUCH

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