

VIRTUAL TRAINING FOR MOBILE DEVICES

TRAINING 2018: SESSION 615

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Fast Facts about Virtual Training

TRAINING IS MOVING ONLINE

Almost 10% of all formal training hours now delivered in the live online classroom.

MOST ORGANIZATIONS ARE EMBRACING VIRTUAL

86% of organizations are either currently using or will be using virtual training.

MOBILE DEVICES ARE INCREASING

There's a notable & significant increase of adults across the globe who use smartphones

WHAT IS VIRTUAL TRAINING?

A highly-interactive, online, synchronous facilitator-led class, with defined learning objectives, with participants who are individually connected from geographically dispersed locations, using a web-based classroom platform.

Limitations of Virtual Training on Mobile Devices

- 1 Different Tools.** Most virtual classroom platforms have both desktop and mobile versions. However the available tools and features vary. Most mobile apps offer only a limited set of features.
- 2 Distracted Participants.** Learners who are 'on the go' are tempted by even more distractions. Capturing and maintaining attention is a big challenge.
- 3 Design Challenges.** Since most virtual classroom mobile apps have limited features, intentional program design becomes increasingly important.

Notes

THREE OPTIONS FOR MOBILE VIRTUAL TRAINING GUIDELINES:

- Force everyone to join by laptop / desktop (need to educate learners on why & how)
- Allow a hybrid audience video playback (need to educate facilitators on how to adapt)
- Assume all/most on mobile devices (need to educate managers & stakeholders on the importance of training)

ABOUT CINDY HUGGETT, CPLP:

Cindy is the author of three books on virtual training: *Virtual Training Tools and Templates: An Action Guide to Live Online Learning*; *The Virtual Training Guidebook: How to Design, Deliver, and Implement Live Online Learning and Virtual Training Basics*. She helps trainers, designers, and organizations move to the virtual classroom.

VIRTUAL TRAINING FOR MOBILE DEVICES:

5 TECHNIQUES FOR ENGAGING DESIGN



1

SELECT THE RIGHT PLATFORM

If you know your attendees will join by mobile device, and you have choice over which virtual classroom platform to use, then select one that has a fully functioning mobile app.



2

DESIGN FOR THE DEVICE

Instructional designers should know which features are currently available in the mobile app, and design interactive activities using all available tools and features.



3

EDUCATE LEARNERS

Set learners up for success by sharing expectations with them in advance of the program. If features in the full desktop version are required for the learning, then ask/require learners to join that way.



4

ADAPT IN THE MOMENT

Expect virtual facilitators to be flexible. If learners join by mobile device, facilitators should adapt activities or their delivery style. For example, facilitators can share platform tool instructions for both laptops and devices so that everyone can participate in the program.



5

FOCUS ON THE LEARNING

Remember, it's ultimately about the learning, not about the device. Keep focus on the end goal and desired learning outcomes.