TOP CHALLENGES OF ELEARNING
(And How to Solve Them)
eLearning is a valuable resource for companies looking for a flexible option for training. But sometimes we can experience challenges that impact our employees' ability to complete the training or get the most value out of it. With that in mind, let's look at the top challenges of eLearning, as well as how we can solve them.

A few challenges that we will cover include:

- Lack of engagement
- Different learning styles
- Out of date content
- Technical issues
- Lack of user motivation
- Tough deadlines
- Information overload
- Lack of retention
- Device compatibility
- Time management

Ready for solutions?
Lack of engagement

Sometimes eLearners are bored by the training material. They don’t find it engaging enough to hold their attention and therefore don’t perform as well in the post-lesson assessments. Engagement is important to ensure the employees appropriately capture all pertinent information.

Solution: Adopting a multimedia approach that involves text, audio, and video into eLearning courses helps diversify what can be an otherwise dull experience for users. Infusing personality and humor into the training when appropriate can also help to boost employee engagement.

Different learning styles

People learn at different paces and with different styles. Some people are auditory learners, while others are visual. The challenge is when training courses are developed with a “one size fits all” style-packaging. A percentage of the user base may feel left out and may not perform as well.

Solution: Make sure your LMS service provider allows for training materials in 2-3 separate formats, enabling users to have a choice on how to consume information. This allows for a diversity of learning styles to flourish. The best courses have multiple formats and a blended mix of the styles.
Out of date content

It may have been a while since the content in a training program has been refreshed which means it’s very possible the information is outdated. This could have major negative impacts on the organization if the outdated information includes compliance with government regulations or some other legal requirements.

Solution: Schedule regular reviews of the training content. The frequency will depend on the industry, but it helps to establish a system where the training coordinator must review the content on a recurring basis to ensure its accuracy. Find ways to refresh if needed!

Technical issues

Users may experience technical issues with the eLearning platform which inhibits their ability to take the course.

Solution: Preparedness is key! Testing an eLearning platform internally before deploying it to the end-user is critical. If there are still issues, Knowledge Anywhere offers helpdesk support in the event of any issues.

Lack of user motivation

With self-guided eLearning courses, users can have a hard time motivating themselves when they don’t have direct, external pressure from a supervisor.

Solution: Alongside our internal deadlines, you can supply your users with a suggested schedule for completion. This doesn’t have to be strictly enforced, but you can offer incentives to those who finish on schedule. It also helps to explain the value of the training, and why employees will need it to do their jobs correctly.

A Gallup study shows that the annual cost of unengaged employees for companies is $300 billion. 71% of all US workers are not engaged at work.

On average, a non-engaged worker generates $166,000 while an engaged one generates $238,000.

Tough deadlines

Setting overly aggressive timelines for completion may cause employees to run into issues hitting those deadlines.

**Solution:** Before beginning the rollout process for training, talk to your employees about a reasonable time frame for completion against individual task loads. This helps make sure the deadlines set are reasonable.

Information overload

We may develop a great online training course that engages employees, but what happens if we include too much information? This could make trainings too long or too difficult.

**Solution:** Break the training into smaller-sized, manageable chunks. Don't overwhelm employees with too much at once. It may also help to review the course information again and ensure that everything included is absolutely necessary. If anything seems extraneous, take it out.

Lack of retention

Employees may take their online training, then later show they haven't properly retained the information. This can manifest itself in their job performance suffering or not knowing the requisite information when asked.

**Solution:** Not retaining information could be due to a lack of engagement with the material or having too much to remember. That’s why your LMS should offer a feedback survey after employees complete the course, asking if the course was useful and easy to process. If they’re having recurring issues doing their job because they haven’t retained the training information, it may help to have them re-take the course. This makes it easier to [evaluate your course’s effectiveness](#).
Device compatibility

Users sometimes experience issues accessing an LMS on individual devices, including mobile learning.

**Solution:** There are a few things to keep in mind to maximize device compatibility:
- Ensure you’re aware of what devices and operating your systems your training platform is capable with prior to pushing it out to your team members.
- The platform should be compatible with your company’s devices.
- If your employees need to use their own device, alert them which systems the device will work on and offer them options to use.

Time management

Due to prior or new commitments that appear during the time allotted for the training course, employees may have a hard time balancing the course load with their daily responsibilities.

**Solution:** Be cognizant of any disruptions that pop up after the deadline is set. You may need to be flexible and grant extensions if the employees’ regular job responsibilities keep them from completing the training.

Summary

To properly manage the potential hurdles highlighted above, it helps to establish an open dialogue with your staff on training requirements and set reasonable goals for completion. It also helps to partner with a trusted learning management system provider who is well versed in addressing these types of concerns with a proven platform.
About Knowledge Anywhere

Knowledge Anywhere helps develop eLearning solutions in a variety of industries and have had a lot of success helping our satisfied customers develop learning management systems. For more on how Knowledge Anywhere can be your partner in finding an eLearning solution, contact Knowledge Anywhere today!

Learning Management System
Create a powerful, easy-to-use training program that admins and learners will love.

Virtual Reality Training
Deliver an immersive VR training experience that transforms every employee into a high-performer.

Custom Course Creation Services
Let us create high-quality online courses that drive business and engage your learners.

QuickQuiz Slack App
A free quiz app made for busy teams who need an efficient way to get fast, valuable feedback.