

# Tips for Training your Workforce Remotely

The pandemic changed how we work, with more employees working from home than ever before. But remote workers bring on some new and different challenges for employers that weren't there before the pandemic. One of the biggest challenges is how to train your workforce remotely.

According to one research, almost 25 percent of the U.S. workforce is now working from home at least part-time, both in the private and government sectors. Since employees and their trainers are not always in the office at the same time, what are the best ways to train employees remotely?

## Challenges Associated with Remote Training

Training a remote workforce needs to include more than handing out employee handbooks and a PowerPoint presentation. It has to be much more personal and in-depth.

Your company might have decided to allow a percentage of your employees to work from home, or you might want to get ready for the next time your employees cannot get to work. Here are some of the challenges that come along with remote training.

Face-to-face interaction has always been the best way to train employees. Since remote learning takes away face-to-face interaction, there can be numerous distractions for the remote employee. And without person-to-person supervision, it is hard to know how well the employee will study or grasp what they are trying to learn.

Social isolation has been one of the most common complaints from remote workers. Employees miss the interaction with coworkers and supervisors.

Distractions are the main problem with remote training. When an employee is training while they are home, there are all kinds of distractions. It could be a dog barking, a neighbor mowing the lawn, or a baby crying. Working from home takes a lot of discipline.

Another problem is a lack of access to coworkers and information. When employees are in the office, they walk down the hall and ask questions or get what they need. This problem will have to be addressed with remote training.

Technical problems are not as easily fixed for remote workers as they are in the office. At work, if something goes wrong with the internet connection or the computer, fixing it is as simple as calling the IT department. Remote training can address common problems and fixes for these types of issues.

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When designing your remote training program, keep in the mind the problems that are associated with remote training. Training your employees can be set up like an online teaching course with variations. Here are some of the best tips to help you train your employees remotely.

### Choose or Mix Synchronous and Asynchronous Training

[Synchronous training](#) is when you have remote training sessions with all employees participating at the same time. The trainer should have all materials and lessons ready to go and will have sent any needed materials to employees well in advance. The time of the training sessions should also be given to all employees in advance so they can make sure to have the time set aside.

Asynchronous training is remote training that your employees can access in their own time and at their own pace. There is no need for a live instructor for each training session. All employees need access to all course materials, website links, and instructions.

Supervisors or instructors need to be accessible to answer all questions, check the status of each employee, and score and assess each employee. Remote training can also be a mix of both types of training.

## Use the Right Training Tools

The tools you use to train your employees remotely are important to the learning and teaching experience for everyone. A few of the most common tools with remote training include Zoom, Google Hangouts, and the office Slack channels.

Make use of everything like screenshots, videos, and live-stream lectures. Make sure remote employees can see and interact with each other as this will take care of the feelings of isolation remote workers often feel.

## Develop On-Demand Training Courses

On-demand training courses can be used as a supplement to the main courses or as the main course. These types of courses will help if you have employees that work different hours and shifts and won't be available during regular training sessions. They are also great for resources and references that remote workers can refer to whenever they need information. You can use mobile apps and video channels to post small updates and bits of new information.

## Use Inspirational Movies to Motivate

Many companies and even professional sports teams use movies to inspire and motivate their employees in the office and who work remotely. These movies all have great themes to help your workers. You could use the traditional methods such as Zoom, or go for specialized [movie screening tools](#).

- ["The Greatest Showman" \(on fuboTV\)](#) is a story about P.T. Barnum and his life. Even though he is controversial, he is also remembered for his business wisdom. Barnum was determined to make a better life for himself and his family through hard work. Employees can learn as Barnum learned from his mistakes.
- "The Lord of the Rings: The Fellowship of the Ring" (on DIRECTV STREAM) is a movie about how one person brings together a diverse group from Middle Earth's many races to save the world. The lesson for employees is how having a variety of characters on the team can accomplish anything.
- "Apollo 13" (on The Roku Channel) was America's fifth manned mission to the moon that almost ended in disaster when an onboard explosion destroyed the oxygen supply. The movie shows how teamwork in two separate locations can result in complete success.
- "Coach Carter" (on Vudu) is a true story about a star basketball player who returns to his high school to coach their team. Coach Carter faces many challenges when he starts coaching the team. His players lack discipline, have problems at home, and suffer from a lack of cohesion. In the end, the team discovers that discipline, hard work, and courage are enough to build the once dysfunctional team into a championship team.

## Summary

Employers face unique challenges when training remote workers. If each challenge is addressed, the transition from in-office employees to remote workers can be much easier.

Using these tips, you will find various techniques that help train remote workers while also allowing for their different situations working from home.