
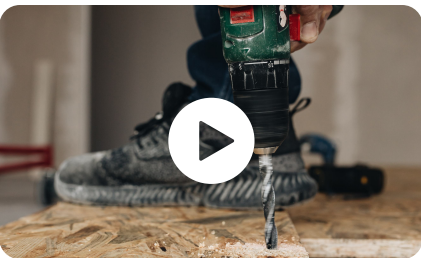




7 Employee Training Myths Debunked & How Training Should Look in 2024

Let's break down the most common misconceptions about employee training & development and explore how easy it actually is.

 **Updates**
Just now Seen

Hello team! Don't miss this safety training video made by our very own handyman [@Joe Gomez!](#)



  56 12 comments



Intro

In today's fast-paced and ever-changing business landscape, employee training is an essential investment that helps organizations build a competitive edge, a skilled workforce, and long-term success.

Even so, providing proper employee training is often neglected or overlooked, especially with widespread myths depicting it as a complex, tedious, and costly endeavor. The result? Low productivity, high turnover rates, and missed growth opportunities, just to name a few.

Let's debunk the most common myths surrounding employee training and see just how simple, quick, and cost-effective delivering impactful, engaging, accessible, and ongoing employee training can be.

01 Myth 1: Training is only for new hires

This myth suggests that you only need to train new hires during onboarding. So once employees become familiar with their roles, further training is unnecessary.

However, while initial training helps new hires understand their responsibilities and company policies, training should be an ongoing process for all employees, regardless of their experience, role, or position.

Ongoing training can include any topic, such as:

- Refining employee skills
- Preparing for evolving job requirements
- Presenting a new product line
- Refreshing knowledge of a specific topic
- Announcing a policy update

Providing your staff with regular training opportunities relevant to their day-to-day duties helps them retain and apply the learned knowledge better. And on top of that? You'll foster a culture of growth, professional development, and continuous improvement.

“

76% of employees
say they are more likely to stay
with a company that offers
continuous training

SOURCE: SHRM.ORG



02 Myth 2: Employee training has to happen in person to be effective

According to this myth, traditional in-person training in a physical classroom setting is the only effective method for successful employee learning.

This was once believed simply because there weren't any alternatives.

Not anymore!

While specific topics still require in-person sessions, face-to-face training can be a logistical burden and highly inefficient, especially when dealing with a dispersed or frontline workforce.

Here's just a taste of the logistics it requires:

- Scheduling a suitable date and time
- Arranging a location, transportation, and refreshments
- Printing training materials
- Handing out and reviewing paper exams
- Retraining absent employees
- Covering trainees' shifts

In such a situation, training sessions are bound to be infrequent and leave out lower-priority yet essential topics.

Instead, online training methods allow you to skip the logistics, accommodate flexible schedules, and deliver training for employees to complete wherever, whenever.

03 Myth 3: Training consists of boring compliance courses

This myth holds that training consists of dull and unengaging mandatory compliance courses, causing employees to see training as a tedious box-ticking exercise rather than a valuable opportunity for growth.

Luckily, the opposite is true!

While compliance training is essential for organizations to adhere to regulations and maintain a safe work environment, training should cover a wide range of additional topics.

These can include:

- Ongoing training and updates
- Soft skill training, such as customer service and sales techniques
- Skill development
- Leadership training

In addition, incorporating multimedia, interactive elements, and personalized content, such as videos, gamification, and real-life examples of your company's day-to-day, can make any training program more engaging, enjoyable, and meaningful for employees.

04 Myth 4: Employee training is too costly and time-consuming

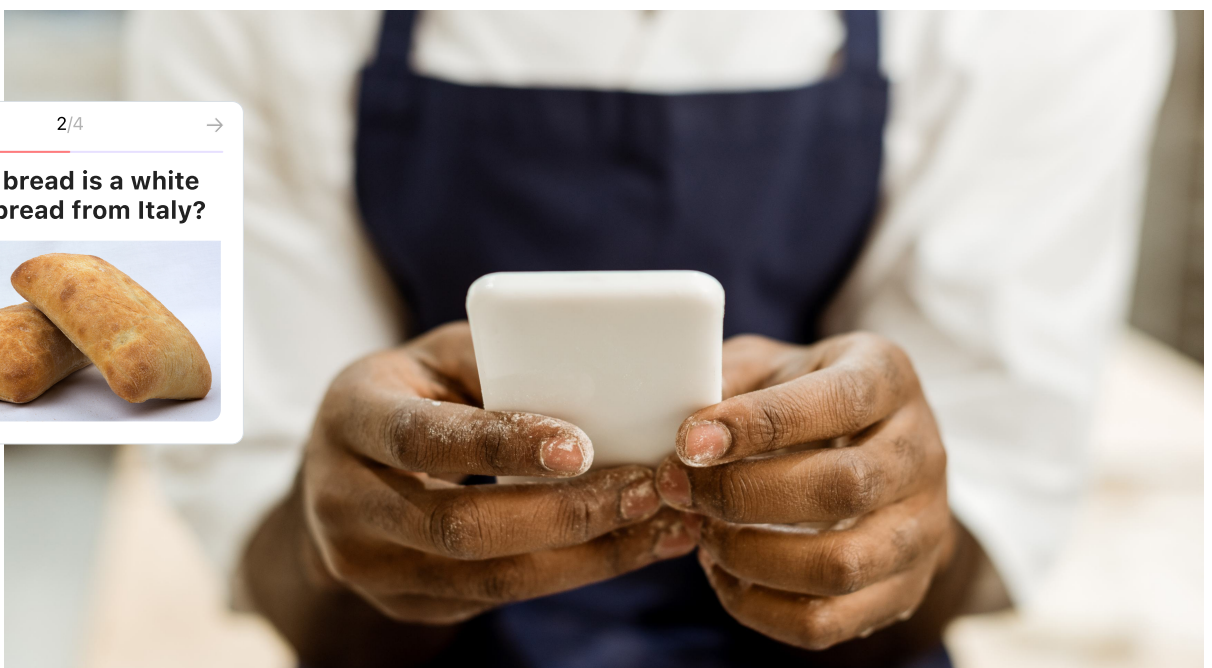
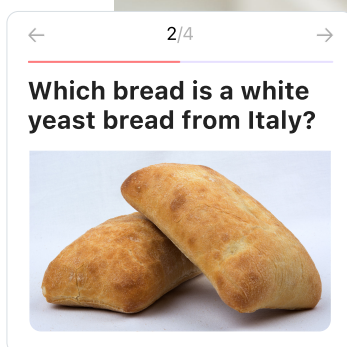
This myth implies that employee training takes significant financial investment and time away from regular work responsibilities, leading companies to skip valuable training topics.

Luckily, you can develop and deliver any amount of employee training without spending lots of money and time.

Online learning platforms eliminate the need for in-person training and related logistics and expenses.

Instead, employees can access training courses and materials at their convenience, **minimizing disruption to their daily work routines.**

In addition, organizations can tap into internal expertise and knowledge sharing to develop in-house training programs, reducing reliance on external trainers and costly training content purchases.



05 Myth 5: Creating training content is a nightmare

According to this myth, creating engaging and effective training materials is a complex and overwhelming task that requires extensive effort, time, and expertise.

Companies, therefore, often purchase training courses from third parties that are typically not tailored to your company's needs, not customizable, and extremely expensive.

Instead, you can simplify content creation, especially if you divide your training courses into smaller, digestible sessions.

Be sure to:

- Use existing materials or videos whenever possible, either from internal or external sources
- Involve employees in developing relevant and accurate content
 - For instance, have employees film themselves explaining concepts or demonstrating tasks
- Update existing courses over time to keep them relevant

Digital training solutions furthermore typically offer an intuitive interface, templates, and multimedia capabilities that simplify creating and updating courses for anyone.

06 Myth 6: I need a training manager and LMS to train effectively

Rumor has it that you need a dedicated training manager or Learning Management System (LMS) to prepare, manage, and deliver proper employee training.

In reality, neither is necessary to achieve your training goals.

In fact, many companies assign training responsibilities to select employees, managers, or even owners.

Alternative online or cloud-based platforms make it easy for anyone to manage employee training, update content, and track learner progress. These are typically also more accessible, user-friendly, and cost-effective.



06 Myth 6: I need a training manager and LMS to train effectively

Comparing mobile training apps and LMSs

	Mobile Training App	LMS
Setup & time-to-market	Doesn't require complex setup procedures or special training for managers. Users can access the app and start learning quickly.	Requires a lot of time to set up and usually a technical expert to get it up and running.
Course creation	<p>You can easily create courses without needing additional systems or a professional developer.</p> <p>You can break complex courses into small, digestible bits to offer a better learning experience, more relevance, and personalization.</p>	<p>You can either create or purchase ready-made courses, which are usually very costly.</p> <p>Customization options necessary to personalize courses often significantly increase the cost.</p>
Content storage & format	You can upload any type of content in smaller files and mobile-compatible formats.	Content must be packaged in accordance with interoperable standards, like SCORM.
Flexibility	Content can be easily updated and personalized at any time.	Personalizing and updating content requires a significant amount of time and resources.
Accessibility	Built to be fully accessible from any device at any time, making it suitable for any professions.	Mostly built for desktop, on-premise access with a username and password. Modern LMSs may offer cloud access and a responsive design to fit smaller screens.
Tracking & reporting	You can track enrollment, progress, quiz scores, and course completion rates.	You can track enrollment, progress, test scores, and course completion rates.
Pricing	Relatively cheaper than LMSs with pricing models built for growth and scalability.	While some LMSs come at an affordable base cost, adding customization and integration options drives the price up.

07 Myth 7: Training is only beneficial to employees

This myth suggests that training initiatives are one-sided investments that solely benefit individual employees.

Instead, it's a win-win!

Investing in employee training ensures your workforce has the skills, knowledge, and confidence to do their jobs better and more efficiently and feel like a valued part of your company.

This, in turn, boosts employee performance, productivity, job satisfaction, and retention rates. On top of that, well-trained employees can also provide better customer service, adapt to changing market demands, and drive innovation within your company.

218%

Higher revenue
per employee

24%

Higher profit
margin

52%

Increase in
productivity

30-50%

Higher engagement
and retention rates

Let's sum it up

After debunking these myths, it's now clear that proper training can unleash the full potential of your workforce and drive your company forward.

We at Connecteam believe that employee training is an ongoing process encompassing a wide range of topics throughout your employees' life cycle.

By leveraging available resources, involving employees in content creation, and embracing innovative approaches, you can simplify and optimize your entire employee training process and deliver accessible, customized, and impactful training programs.

Employee Training

	Tina	45%
	Josh	80%
	Chloe	100%

Safety Training Video

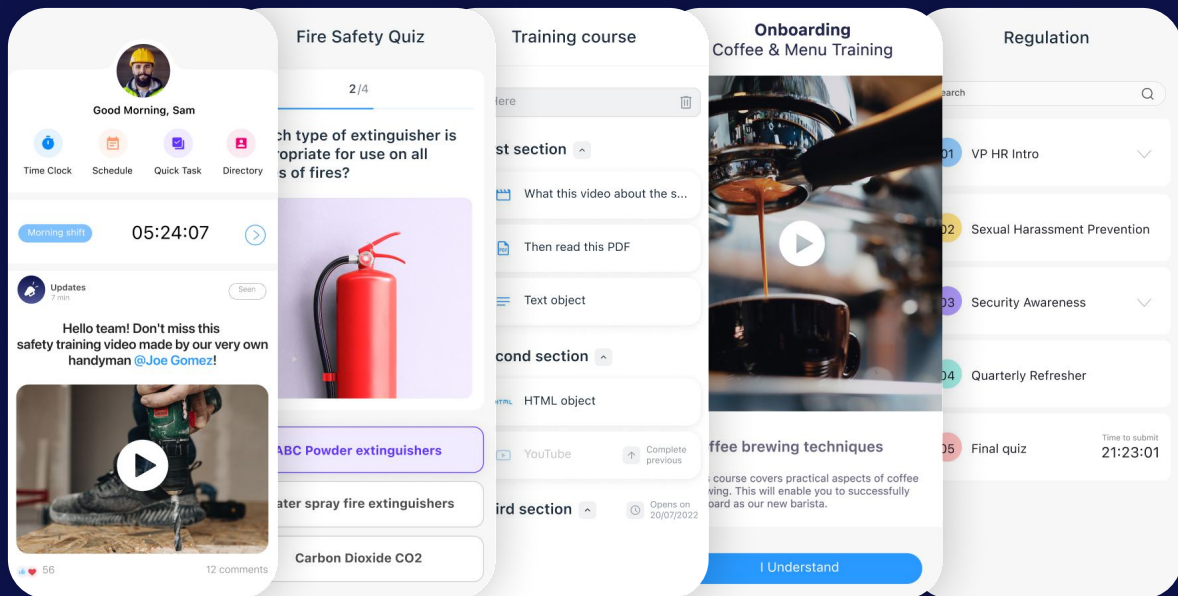
89%
187 / 210
Users completed the course

Safety Training - Part 01
This course covers practical aspects of workplace safety procedures. This will enable you to keep yourself and your co-workers safe at work.

[I Understand](#)

Meet **connecteam**

Connecteam is an all-in-one employee training app that allows you to create, manage, and deliver mobile onboarding and training courses for your team to complete right on their mobile phones. All with ease and efficiency!



The app allows you to:

- Create engaging, bite-sized training courses
- Upload training materials in any format
- Add in a quiz
- Assign training sessions to all the right employees
- Have trainees start, continue, and complete sessions from anywhere
- Track real-time learning progress and performance
- Keep a record of completed training sessions and their participants
- Update courses and retrain staff according to your needs

This way, you'll be able to streamline your entire training process, save valuable time and money, stay compliant, and provide comprehensive ongoing training.

[LEARN MORE](#)