Delivering Safety Training to Millennials – Part 3

In part two of this three-part series on training millennials, we discussed ways eLearning can be used to reach and teach millennial learners. In this final part, we are going to discuss why using technology to deliver training makes sense for millennial learners.

Why Online Training?

Millennials are incredibly self-sufficient when it comes to getting information. So, it makes sense to give them this same type of autonomy when it comes to accessing and taking training. One way to do this is through online self-paced courses. Online training also allows them to learn in a no shame/no blame environment. A learner can take their time, repeat sections they didn't understand or had trouble with, and refer to the material later. If they have questions or need help, they can ask via text, email, instant messaging, or even face-to-face, as old fashioned as that might sound.

Of course, since much of safety training is compliance driven – they can have some control over their pace but it must be within compliance guidelines and deadlines you set.

PowerPoint is so 2016

I'm kidding – sort of. Often, PowerPoint might be the only option…but when more engaging and efficient options are available and make more sense, don't be afraid to use them!

Remember, millennials want and expect to receive training on-demand through their mobile devices.

Sometimes though instructor led, classroom training is the best way to present the information. In other cases, a full length online course makes the most sense. The best approach is to use a mix of options. Whatever option you choose, make sure it fits the audience, the topic and the technology you have available to you.

If you can reach them—you can teach them

According to a 2012 study commissioned by Time Inc., millennials switch media types 27 times every nonworking hour. So, it should come as no surprise that millennials are multi-focused and bounce from one device, media type and topic to the next quickly and often. This just reinforces the concepts we have been discussing; millennials want information that is concise and available on demand through mobile devices – because that's how they are used to receiving it.

Find, create, and use content that can be accessed on a smartphone or tablet. Find, create and use content that has a current look and feel to it. Find, create and use content that incorporates gamification and other aspects that fit with millennial's key characteristics.

Learning Management Systems

Finally, if we have all this great online content and ways to use online training - we must have a vehicle that allows us to assign, deliver and track it, right? That's where learning management systems come into play.

LMSs have been around for several years now, but it feels like they are finally coming into their own. They are becoming more intuitive and more flexible so you can use them for more than just HR or soft skills training, but safety training and compliance as well.

When I was a safety manager I wanted an LMS that would allow me to upload safety policies, pictures, sign in sheets, inspections, and safety committee meeting minutes…you name it I wanted to store it in my LMS. I wanted to be able to create my own training materials and alerts to share lessons learned and incidents within all levels of the organization. I also wanted it to look like my company – meaning the brand, logo and colors I identified with my organization. A lot of this is possible with the right LMS and getting creative with how you use it will make the safety and training experience better for you and your learners.