

5 Must-Ask Questions When Selecting Your Training Modality

52% of training providers use 3-6 modalities for their training programs & topics.

This statistic indicates that it's critical to select the right modality, which sometimes means utilizing multiple modalities in a blended approach for your program.

We've generated a list of five questions that organizations should ask themselves when considering which modality to use for their training program:



1 What are your desired business & performance outcomes?

Training should have a defined purpose.

Your outcomes could include:

- Increased employee retention rates
- Reduced training costs per employee
- Increased profitability
- Less frequent workers' compensation incident rates

2 What are your learning objectives?

Learning objectives should be:

- **Concrete** — Learning objectives need to be clear & concise. This ensures learners know what to expect.
- **Relevant** — Learning objectives need to be relevant & align with organizational values and long-term objectives.
- **Verifiable** — Learning objectives need to be measurable through metrics. These measurements determine if goals are met and whether the return on investment (ROI) is positive or not.



3 Who is the intended audience and in what context will they learn?

Understanding the context in which your learners are completing the program, the number of learners you will have, and their technological fluency is critical. This will help you decide which modality makes the most sense to use based on scalability and accessibility.

4 What is your training budget?

Your organization can decide on a realistic budget for your program by considering the following factors:

- Will we develop content in-house or outsource?
- What equipment and software will our program require?
- How much equipment do we need to purchase?

5 What training content will most effectively instruct your learners?

To ensure content is effective, organizations need to consider the following factors:

- How much time do employees have for training
- Is the learning content text-heavy?
- Can concepts be accurately shown in video?