

# Online onboarding programs in the post-pandemic job market



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The modern employee expects more relevant training for their job from the beginning. Online onboarding programs can be personalized to fit each individual's needs, are easier to manage, and are overall more inclusive.

# Why is onboarding so important?

Companies that invest in onboarding have happier employees. A good onboarding program helps new hires become familiar with the company and adapt to their roles much faster. Another important aspect is integration or feeling like they genuinely belong there, which has to happen early on in their employment.

## Other major benefits include:

### Long-term satisfaction

Employees are more engaged and more likely to think highly of the company even years after onboarding

### Retention

Onboarding leads to lower turnover rates as people have more access to the resources they need to succeed from the beginning

### Positive company culture

Encourages employees to collaborate and develop strong working relationships, which translate into excellent teamwork

### Better performance

New employees know what's expected of them, learn the processes quickly, and generally become more productive after a good onboarding experience



A good training platform provides flexibility since companies need to adapt to changing job market trends and diverse employee needs.






# Online versus traditional onboarding training

Onboarding training, just like any other type of training, benefits immensely from the new developments in the e-learning market.

Each company gets to decide the onboarding structure that best suits its needs. Still, there's one thing that most

businesses have in common: **moving away from traditional training leads to better results and more engaged employees.**

Here are the biggest differences between traditional and digital onboarding:

|   | Traditional  | Digital   |
|---|--|---|
|  <b>Efficiency</b>        | Takes time to prepare and deliver                  | Time-effective and online delivery                |
|  <b>Personalized</b>     | Hard to adapt to each employee                     | Each employee has access to personalized training |
|  <b>Easy to organize</b> | Find classroom space and deal with paperwork       | Keep track of trainee progress with analytics     |
|  <b>More engaging</b>    | Repeated onboarding for HR and L&D staff           | Interactive multimedia training that saves time   |
|  <b>Inclusive</b>        | Accommodation & transport costs for remote workers | Training variety, regardless of their location    |

The modern employee expects more relevant training for their job from the beginning. **Online onboarding programs can be personalized to fit each individual's**

**needs**, are easier to manage, and are overall more inclusive. Additionally, in most cases, it's the only sustainable option for onboarding a remote workforce.



# Online onboarding scenarios for the current job market

Digital training is impossible without a **solution for hosting onboarding sessions**. That's why companies should look for a modern learning platform with everything they need to build, deliver, and manage training.

Most importantly, a good training platform provides flexibility since companies need

to adapt to changing job market trends and diverse employee needs. For example, businesses can take different approaches for different teams or individual employees using the same platform.

Here are three popular scenarios for modern onboarding programs:

## Completely online / Asynchronous training

Asynchronous training is a great approach for onboarding remote employees! Setting up asynchronous training means that **employees can take courses whenever they have the time, no matter where they are located**. These are called self-paced courses, which can be company and job-related courses available to everyone. For example, new hires can learn about the mission and vision of an organization or take a course about the codes of conduct.



## Online and face-to-face / Blended learning

A blended onboarding approach means that employees get the best of both worlds. The possibilities are endless! There are **self-paced or instructor-led courses that they can take online and do other onboarding activities at the office.** For

example, Health and safety in the workplace courses are completely online, so trainers don't have to teach the theoretical aspects. However, these online sessions can be complemented by a practical demonstration of how to use a fire extinguisher at the office.

## Instructor-led / Synchronous courses

This scenario is great if you have **many people joining at the same time.** In this case, employees can take synchronous modules with set deadlines for completion. They also have an instructor that they can join for offline or online sessions via web conferencing. Unlike traditional classroom-

style onboarding, these instructor-led sessions can be personalized for each employee, according to their skill level and job description. For example, employees can be split into departments and only see relevant courses for them.



Companies that invest in onboarding have happier employees.



# About CYPHER Learning

CYPHER Learning exists to give learners the power to succeed in a rapidly changing world. Trainers, learning and development (L&D) pros, HR pros, and educators get everything they need in one platform to deliver faster, more personalized, and better learning outcomes. We provide the only all-in-one AI-powered

learning platform that is easy-to-use, beautifully designed, and built to power billions of learning moments every day. Create courses faster. Train and teach better. Learn even quicker. Experience our “just in time, just for you, just the way you want to learn” approach that puts people first.



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