



# MATRIX

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Online onboarding programs  
in the post-pandemic  
job market

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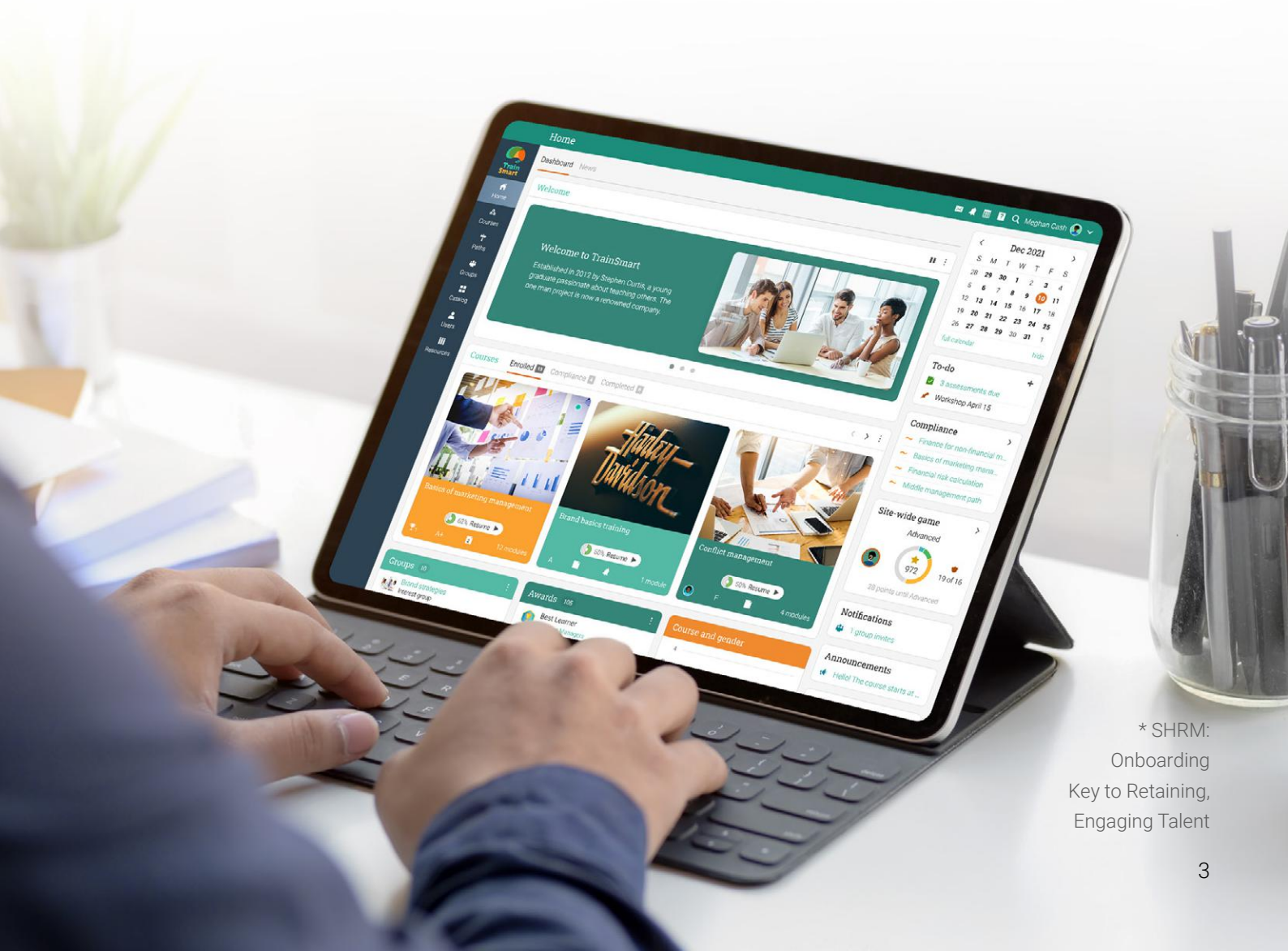


## Introduction

Most employees decide to stay or leave a company after the first few months\* of employment. In the current job market climate, where employees are more flexible for relocation and going remote, making a good first impression is essential.

That's why the onboarding process can't be an afterthought anymore. Companies need a solid strategy to retain talent and help employees become more productive in a relatively short time frame.

Read on to find out more about employee onboarding in the post-pandemic job market.



\* SHRM:  
Onboarding  
Key to Retaining,  
Engaging Talent

## 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.



## 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.



# Online onboarding programs in the post-pandemic job market

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 can mix and match scenarios to find the perfect fit for their new employees. It's a natural response to the changes in the job market that will help them attract more talent and help them stay competitive.



## | Summary

Companies have more options than ever before for creating engaging onboarding experiences that will retain top talent and help new hires become more productive in no time. If you want to take onboarding to the next level, check out MATRIX, a world-class learning platform for businesses.

For more details about MATRIX, please visit our website or contact us at [info@cypherlearning.com](mailto:info@cypherlearning.com).

[www.cypherlearning.com](http://www.cypherlearning.com)

