

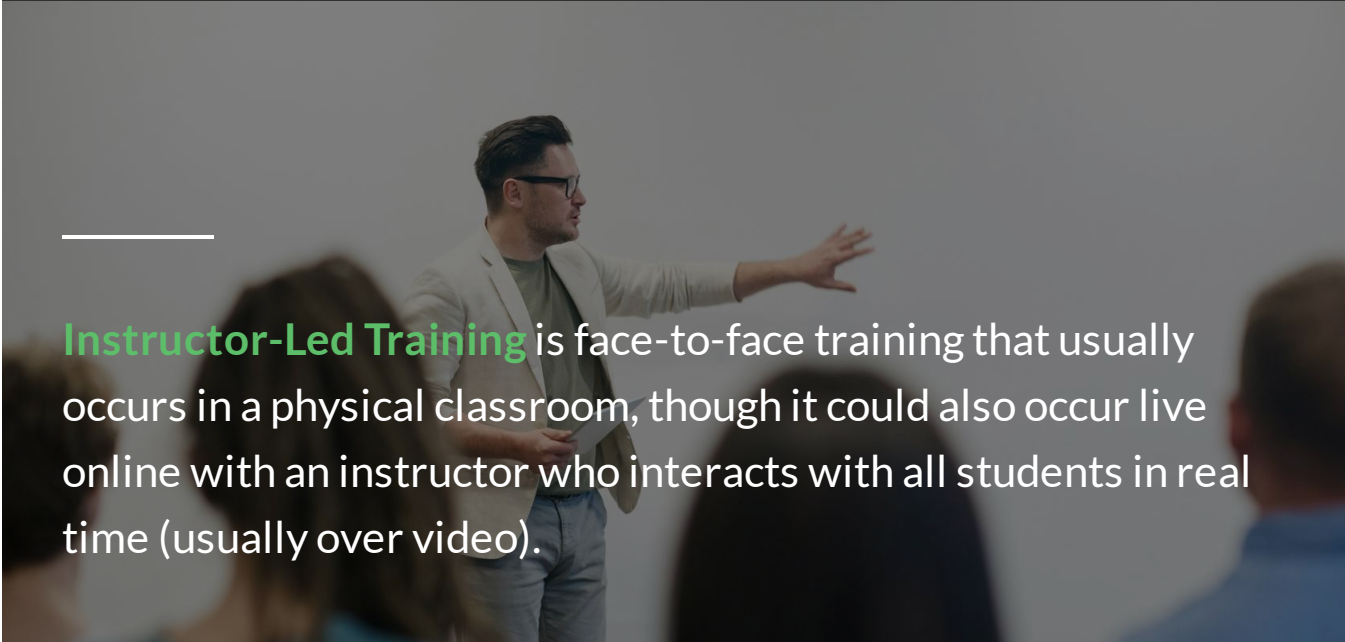


Learning Delivery Modalities

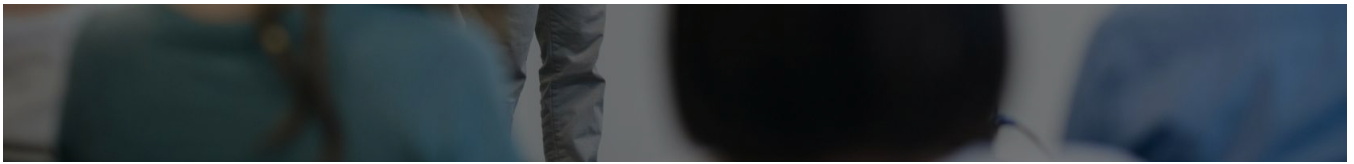
Learning Objectives → Learning Delivery Modality

Learning and training is never one-size-fits-all. The first thing any learning team will determine are the learning objectives for a course or learning experience. In other words, *what should the learner be able to do or understand after the training?* From there, it's easier to determine the best way to deliver the learning content.

Ready to find out more about the four basic learning delivery modalities? Let's go!



Instructor-Led Training is face-to-face training that usually occurs in a physical classroom, though it could also occur live online with an instructor who interacts with all students in real time (usually over video).



Online learning is training that learners can take at any time, at their own pace from any location with a computer.



Microlearning is a way to deliver content in small, bite-sized chunks. By nature it's usually mobile-friendly and used for have a very specific, highly-focused learning objectives.



Blended/hybrid learning is just what it sounds like: learning that has both both online and face-to-face components.

Hopefully you're now wondering... when would each of these delivery modalities used? We're glad you asked!

Instructor-Led Training

When content is highly hands-on, technical, or complex, instructor-led training is preferred. This is because there is a live trainer available to provide real-time guidance and answer questions as they arise.

Online Learning

Online learning is great for straightforward content that can be conveyed entirely through text, images, or visual elements. It's also preferred for training that might be too long or cost-prohibitive if it was entirely in-person.

Microlearning

Microlearning is also called "just in time" learning - it's great for moments when someone needs to know how to do something **right now**. It should be something simple that can be taught in less than 5 minutes (but ideally only a minute or two).

Hybrid Learning

When one delivery method won't suffice, hybrid learning is a fantastic option. For example, it may be necessary to have a live instructor do a demo or deliver a lecture, but then important for learners to go practice skills at their own pace online.

Almost done!

Take what you've just learned and see if you can determine what type of learning delivery modality makes the most sense for each team leader below.

Instructor Led Training

Alisha's team requires advanced, hands-on technical training for a new product.

Online Learning

Jaxon's company needs a scalable way to onboard all new employees quickly.

Hybrid

Kat wants an in-person workshop with individual online exercises afterwards.

Microlearning

Martin wants quick and easy training for his team to take on the go.