

What to look for when selecting a training solution

With the requirement of sustainable operational excellence and streamlined costs, training has never been more important than in today's industrial markets. Finding the right training solutions can be challenging.

We know that finding training partners whose solutions address a long list of requirements from multiple departments including everyone from the maintenance staff, line managers, maintenance managers, human resources and of course, the management team. This is further complicated by time and budget constraints, technical dependencies and the multitude of solutions all claiming to do the same thing.

To make it easier for you, we have put together a checklist to help you sift through the noise and empower you to make the right decision for your company.

Value
<input type="checkbox"/> Is there a clear and convincing return on investment?
Professional Development
<input type="checkbox"/> Will this solution provide my team enhanced skills or knowledge?
Implementation and Access
<input type="checkbox"/> Is this training solution easy to implement?
<input type="checkbox"/> Is this solution easy to roll out at one or multiple locations?
<input type="checkbox"/> Does this solution allow my team to train from home?
A robust, proven solution
<input type="checkbox"/> How long has this solution been available?
<input type="checkbox"/> Who has successfully implemented this solution?
<input type="checkbox"/> Has anyone vetted this solution?
<input type="checkbox"/> Do industry associations like this solution?
A complete solution
<input type="checkbox"/> Does this solution progress participants?
<input type="checkbox"/> Does it allow for continual practice and improvement?
<input type="checkbox"/> Is the training universal? Meaning, are the skills learned transferable to my company environment?
How does this solution stack up against...?
<input type="checkbox"/> Conferences
<input type="checkbox"/> In-person training
<input type="checkbox"/> Instructor led training
<input type="checkbox"/> Simulation or computer-based training
<input type="checkbox"/> In-person, trainer led training
Scalability
<input type="checkbox"/> Does the solution allow me to scale up and down?
<input type="checkbox"/> Do I need multiple licenses or can I train multiple people on one license?

Varying Degree of Difficulty

- Does this solution allow for different difficulty levels for different individuals?

Ease of Procurement

- Is this a capital or operational expenditure?
- Is this solution payable in installments?
- Does this solution feature a monthly billing system?
- Is there a pay as you go solution?

Safety

- Does this training provide safe work practices that users can take back to their job?
- Is the training practical or theoretical?
- Is the training live or simulated?
- Does the training allow for practical, hands-on practice?

Measurability

- Is there an instructor portion to the solution that allows you to measure performance and skill?
- Is there an option to schedule training?
- Is the tool capable of tracking completion?
- Are customized tests available?
- Is there feature that assesses performance?

Support

- Are there support documents like an instructor's manual available?