



4 Must-have Ingredients of Instruction - Recipe for Effective Online Training

Is there a recipe you can use to rollout online training that's effective? Well, the good news is, there is, provided you pay attention to the four ingredients of instruction.

There are four ingredients of instruction for an effective online training. So, what exactly are these 4 ingredients of instruction?

1. Content is the Core Ingredient in Online Training

The base of any recipe for effective online training is its content. Analyze the knowledge and skill requirements of the job and **current knowledge and skill levels of learners** who will be taking the course to decide on what content needs to be included in the online training.

To avoid dumping all the information provided by the SME or technical expert, keep in mind what learners should be able to do with this content.

2. Learning Objectives Impart Flavor to Online Training

Learning objectives form the basis of **designing the assessments** included in the course. When you do not know what the performance outcome should be, an effective online training cannot be delivered.

3. Instructional Methods add Sugar and Spice to Online Training

The ingredient that takes care of promoting learning is the method of instruction. Different instructional methods are used **depending on the type of content and learners**. Instructional methods include techniques used to display information and practice exercises or formative assessments with feedback.

4. Instructional Media forms the Topping for Online Training

It is important to pay attention to the instructional media that will be used in the training. A few **examples of instructional media** are animations, videos, scenarios, simulations, static images, infographics etc. The cost involved in developing that media, and also the way learners access the course should be kept in mind before using any of the instructional media.