There are various practices and materials available to help trainers prepare employees to do their jobs better. With plenty of training choices available, it can be challenging to determine which methods to use and when to use them.

In the era of more significant talent gaps and intelligent technologies, the need for training and development is essential. Companies have focused their attention on ongoing training for employees, investing billions into coaching in 2018. As the industry continues to evolve, it’s crucial that learning and development professionals know how to make their programs as useful as possible.

The 5 Popular Ways to Train Employees

1. Classroom-Based Training programs
2. Interactive Training
3. On-The-Job Training
4. Social Learning
5. Online Training
How to Choose the Right Workplace Training Method

1. What’s the purpose of the training program?

The first step is always to define the objectives of the training program because certain training methods for employees are better suited for each one.

2. Who is the intended audience?

Training is most effective when the target audience understands and believes in the benefits of the training program. So, the most effective training methods make the learner the hero. Factors to consider here include demographics, nature of the job, level of seniority, and whether or not learning will take place in a group or individually.
The Chair’s Message

Well, we have come to the end of another semester. We also have employees who are ending their careers in the department. Dr. Terre Eversden (Senior Lecturer with 18 years of service), Dr. Barbara Hagler (Professor with 32 years of service), and Mr. Dale Grob (Accountant with 20 years of service) will be leaving SIUC at the end of the month. Although we are sad that they are retiring, we are happy that they have reached this stage in their lives. They have all contributed a great deal to the success of the Department of Workforce Education and Development. Drs. Hagler and Eversden have taught hundreds of students around the country, prepared them enter or receive promotions in the workplace, shaped department policies, served their fields of expertise, received numerous awards and grants, and the list goes on. Mr. Grob has been a dedicated employee who has helped us manage our accounts and support staff and faculty. His expertise will be missed by many of us. I encourage you to send an e-mail to these faculty and staff to let them know how they have positively impacted you. We wish them all well and hope they will keep in touch with us.

I hope that you have exciting plans for the summer. Maybe some of you will consider returning to WED to complete your master’s or doctoral degrees in the next year or soon thereafter. Please contact us to answer questions about our graduate programs.

Finally, I would like to thank the creator of this newsletter, Destiny Wright. She has been a WED Graduate Assistant this academic year and utilized her skills in newsletter preparation since Rosalba Correa retired in December. I will miss seeing her smile, even when I did not have my Chair’s Message ready when she wanted it—she has been very patient with me. Destiny will also be graduating at the end of the Summer semester, so I offer a hearty CONGRATULATIONS to her!

Have a great month of May! Go, Dawgs

WED Alumna

Quiana Jackson, M.S.Ed.
Chief Academic Advisor
College of Education & Human Services

It was 2004. I had graduated with a degree in Business the year prior and had not landed the “dream job” one longs for after graduating from college. I was working in customer service and realized that I needed to do something different with my life. I was talking with a coworker who was completing the WED program and recommended that I research to learn more about the major and career opportunities. I started the WED program in the fall of 2004. WED is where I found a vision for myself and my career. I thoroughly enjoyed learning how to learn, learning how others learn and learning how to instruct others. The knowledge and skills gained through WED allowed me to develop professionally and afforded me endless job opportunities which led to my first “dream job” after graduating from the program in spring 2007. Fast forward to 2019; I now have a 15-year career in career counseling and higher education.

Thank you, Department of Workforce Education and Development!
WED Retirement Party
What’s Employee Health & Fitness Month

- Created by the National Association for Health & Fitness and ACTIVE Life

- Employee Health & Fitness Month is both a national and international invitation to encourage workplaces to engage in wellness activities.

- The goal of EHFM is to promote the benefits of a healthy lifestyle to employers and their employees through worksite health promotion activities and environments.

- Worksite health and wellness programs improve the overall health and productivity of a workforce.

Tips for a Healthy Lifestyle

“It’s time for health to become a norm in our world.”

- Physical Activity
- Healthy Eating/Body Weight
- Stress Management
- Preventative Exams and Screenings
- Healthy Snacks
JOBS OF THE MONTH

Vocational Career Specialist Read more

Workforce Development Coordinator Read more

Planning and Development Associate Read more

Workforce Development Program Manager Read more

Career Pathways Advisor Read more

Training Specialist Read more

Work Based Learning Manager Read more

SIU Alumni Association

Whether you already graduated or are a current student, you may always join the Association. Your association benefits are great and, above all, you will develop strong connections with other Salukis wherever you are in the world.

Submit your membership request

Master of Science in Education in Workforce Education and Development

Master’s courses will begin June 10, 2019

If you live at least 50 miles from Carbondale, you can complete the program from a distance by taking online courses and participating via video conference. Go to Graduate School website to apply!

Graduate School

For program questions, please contact WED advisement:

wedadvisement@siu.edu
April 2019— Important Dates & Events

Saturday, 5/4: Black Excellence Ceremony
SIU Student Center Ballrooms

Friday, 5/10: A Graduation Celebration
SIU Student Center

Saturday, 5/11: Graduation Ceremony
SIU Arena
(College of Education & Human Services 1:30 p.m.)

Office of the Registrar
For a complete listing of courses through Summer 2019, visit registrar.siu.edu and select Schedule of Classes Search. For SIU events, click on Events Calendar. For other calendars, click on calendars, and click on Graduate

“I work for a defense contractor as a training specialist, designing, developing and delivering training for surface ship maintenance project team members. My WED degree, and follow on M.S. in adult education, gave me the knowledge to create and maintain a workforce development program that is deployed around the globe.” —Paul Bennett, training specialist, McKean Defense Group,

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