



*Online Training Solutions*



**Whether your organization has 1, 100, 1,000, or 100,000+ employees, there's an online learning solution perfect for you!**

## **HOW TO CHOOSE AN LMS**

We were recently asked by *Training Tech Talk* for our input on the best practices for choosing (or re-choosing, as the case may be) a Learning Management System (LMS). There are literally hundreds of systems available today. Choosing the LMS that's right for your organization does not need to induce migraines, nor cost an arm, a leg, and the other leg. One of the best things about online learning is its simplicity - - and the process to choose your LMS should be simple as well.

FirstNet Learning recommends that organizations seek out hosted, turn-key, cost-effective solutions from vendors that provide the flexibility to address their specific training needs. Ideally, the LMS provider should offer a complete solution; in other words, their offering should include not only the LMS but also content, both off-the-shelf and custom, as well as add-on modules such as classroom, event, and resource management.

Your LMS should:

- be hosted -- hosted systems are MUCH more affordable in both the short and long term
- be truly hosted – the LMS provider includes all services to make the system run
- support a wide variety of end-user browsers and operating systems
- provide Level 1 user support and Level 2 administrator support
- provide the customization and flexibility your organization needs

Your LMS should not:

- for most organizations, cost more than 5 figures -- in fact, good solutions are available in the low 5 figures; rarely should it cost more
- chronically charge for incidentals – the LMS provider should be your partner and the price should be the price
- take more than 60 days from signing the contract to launch date
- be "one size fits all"...because it never does
- be difficult to implement
- require an organization to hire or appoint employees to manage the system internally

Finding the right LMS is about more than finding the right technology. It's about finding a real online learning *solution* from an organization that will truly be your partner.

## **WHY CHOOSE AN LMS?**

Now that we've talked about the 'how', let's back up and talk about a few of the reasons 'why'. Simply stated, an LMS is a software application that automates the administration, tracking, and reporting of classroom and online training events, enabling detailed analysis of the effectiveness of your training investment. While



the most basic LMS should accomplish the aforementioned, a state-of-the-art LMS can provide much, much more (learning libraries, resource management, etc.).

Whether the LMS you choose is hosted, purchased, or home-grown, online learning is an affordable method that can stand alone or blend perfectly with other types of learning, from classroom to webinar to mobile. Again, we recommend hosted systems which are easy to implement, easy to use, and easy to maintain. It's a turn-key solution. The best Learning Management Systems keep pace with ever-improving technology and constant upgrades.

Learning online is appealing to today's workforce. Since the mid-1990's when the internet really took off and boomed, the internet is where all generations turned to for communication, information, and knowledge. Learning online can take place at any time (24/7), at any pace (stop/start as needed), at any place with an internet-connected computer or phone.

Beyond the LMS itself, the content within the LMS can be on any topic, and career specific. Employers can be assured that all learners are being taught the same, current, applicable, and appropriate information in an interactive and engaging manner. Online course content is constantly upgraded to stay current, captivating, and dynamic. Best yet, since employees are learning at their own pace, retention is proven to be higher than with classroom learning.

Bonus: if you're one of the thousands of organizations with a Green Initiative, then you already understand the impact of travel and hard-copy materials on the environment, let alone on your budget. While energy is needed to operate computers, you can do things to minimize the use of energy and the related emissions output. Most computers today are built with Energy Star® technology. There are also things computer operators can/should do to help reduce energy consumption. (Learn more at [www.energysavers.gov](http://www.energysavers.gov)).



## WHEN TO CHOOSE AN LMS

- When growing the knowledge of your employees is important to the growth of your organization
- When safety must be increased and risk must be reduced
- When compliance must be met
- When continuing education credits and certification/recertification are required
- When skills must be increased
- When simply refreshing knowledge is important (eg; law enforcement officers handling low frequency but high risk

situations)

- When consistency in subject matter is crucial
- When learners are spread out over a large area (multiple departments, locations, states, countries)
- When learners are not all available at the same time (eg; shift workers, people spread across numerous time zones)
- When learners are not able to leave their physical positions
- When you need to optimize training dollars
- When you need to optimize training time
- When you need to decrease travel dollars
- When other forms of training are proving too costly for your overall budget

Whether you have 1, 100, 1,000, or 100,000+, there is an online learning solution to fit your needs. If you need help determining what's best for your organization and your learners, what learning solution will address your needs and solve your problems, and you want that information *without* a sales pitch, call us at 800.948.4949 x310 or email [solutions@firstnetlearning.com](mailto:solutions@firstnetlearning.com).

**FirstNet Learning** uses technology to develop, deliver, and manage innovative learning that helps clients increase knowledge, reduce risk, and improve performance. FirstNet Learning is a leading provider of affordable online learning solutions, including turnkey, online customer-branded

universities for state-wide risk sharing pools, as well as insurance providers, for-profit and non-profit businesses, and universities. Partnering with these organizations, FirstNet Learning is providing critical training to thousands of organizations, including over 10,000 municipalities across the United States.



FirstNet Learning offers an extensive catalog of more than 2,500 online courses focused on human capital management, risk management, law enforcement, driver safety, health & safety, productivity, business skills, pc desktop skills, and more. FirstNet Learning also custom develops courses, tailors existing online courses, and converts courses from classroom to online. Founded in 1999, FirstNet Learning delivers Knowledge@Work® and serves clients worldwide from its Denver headquarters.

FirstNet Learning, Inc. | 2401 15th Street Suite 150, Denver, CO 80202 | ph: 303-302-1187 fx: 303-302-1188

This email was sent to [email]. To ensure that you continue receiving our emails, please add us to your address book or safe list.

[manage](#) your preferences | [opt out](#) using TrueRemove™  
Got this as a forward? [Sign up](#) to receive our future emails.

Email Marketing by [Reaction Web](#)