

Reasons for changing your LMS

A comprehensive guide by Virtual College

Introduction

Here at Virtual College we like to think that, after being one of the UK's leading online learning companies for over 20 years, we know a thing or two about learning management systems. We understand the frustrations LMSs can cause and how they can put people off from using them. The answer to these problems is the third generation LMS.

Read on below to see if any of the issues we've listed seem familiar to you and, if they do, then it could be time for you to upgrade to a third generation LMS, such as Enable.

1. Staff don't want to use it

You bought your LMS to provide training to your staff, but the poorly designed user interface means that they are not bothering to use it. This is likely because it is unattractive and presents barriers, such as navigation difficulties, which makes it challenging to complete learning.

The latest generation of LMS have slick new user interfaces and user experiences. These new interfaces make the LMS attractive to new users and typically feature:



**Consistent
page layouts**



**Colour-coded
action buttons**



**Uncluttered
presentation**

These features make new LMSs much easier to use than older versions, meaning staff are much more open to using it.

Below: example of Enable LMS courses screen



2. Time-consuming administration

An administrator must manage your LMS to assign courses, view reports and statistics, and deal with learner queries. This was supposed to be a quick, easy job, but it is taking up all of your administrator's time and costing you money. Clunky reporting features mean that you can't see all of your learners' statistics at a glance, leading to your administrator spending too much time performing simple tasks.

Modern LMSs have efficient administration features, including clear ways of presenting learner statistics, which allow reporting to be much less time-consuming because the system is easier to use. For example, instead of looking through multiple pages to find out which learners passed which courses, all of this information and more can be presented in a single graph.



3. Hidden costs



You thought you paid for your LMS through a set payment plan but are now finding that there are additional charges for a number of basic services. You're being forced to make further payments to use features that are crucial to the running of the LMS, such as learner support.

Modern LMSs come with clear payment plans that allow you to pay for exactly what you want whilst knowing that there won't be any hidden costs. You can choose a payment plan that includes the benefits that you need and know that using those additional features won't cost you in the future.

4. Lack of support

When you purchased your LMS you were told that it would be easy to use and learners wouldn't have any issues. But your users are having problems and now it is up to you and your staff to deal with these difficulties. This means you now have staff spending their valuable time dealing with problems that you were told wouldn't occur.

Now thankfully, modern LMSs are easier to use. A simpler to use LMS will result in less user issues, meaning less support is required. However, an essential feature of a new LMS is first-line learner support from the LMS provider. This means that your staff won't have to deal with any support issues ever again.





Above: example of Enable LMS used on different devices

5. Mobile incompatibility

Your out-of-date platform is either extremely clunky to use on a mobile device or doesn't work at all. Any on the go learning that you want to take place will require a costly conversion into mobile-friendly content. In a world of smartphones and tablets, this is unacceptable for today's learner.

Modern LMSs support mobile usage as a standard feature. This means that your learners can use your LMS, and take their e-learning courses, whenever and wherever they want. As a result, they can immediately use your LMS on their mobile devices, allowing them to learn outside of key working hours.



6. Multiple logins required

Username

Password

Whenever you want to use your LMS, you have to login multiple times using different passwords: to your organisation's website, to the LMS itself, into the e-learning course etc. This wastes time, is frustrating, and puts learners off using the LMS.

Single sign-on capability solves this issue as it allows you, and any user, to sign into all aspects of the LMS with just one login and password. This can also be incorporated into any other organisation logins, such as to your website or intranet. Modern LMS feature single sign-on as a standard feature.

7. Inability to create own courses

You want to be able to create your own e-learning courses in-house which are relevant to your organisation, use your previously-created resources, and don't need you to pay an external company to create. You can't do this because your LMS does not support it.

Many new LMSs offer you the ability to build your own courses. They do this by allowing you to use your own resources – such as Word, PDF and PowerPoint documents – in addition to online assets such as YouTube videos and links to webpages. This is a great way to build your own course cost-effectively, and to have them tailored to your organisation.



8. Limited assessment capabilities

In some ways assessment is the most important part of an LMS, as it is evidencing the learning that is crucial when it comes to qualifications and compliance. Many older LMSs can only provide simplistic assessment options which are not effectively linked to a course's content. This means that a learner's completion of a course cannot be assessed effectively, and so learning cannot be thoroughly evidenced.

Modern LMSs offer a range of assessment options, such as:



**Multiple
choice**



**Open
text**



**Interactive
scenario**

These can all be answered by video or audio, as well as by text. Testing can be built into courses, rather than simply occurring at the end of a module. Adaptive learning features, which incorporate testing into courses, are also available. All of these features mean that assessments are relevant to the outcomes of a course, allowing learning to be effectively evidenced.

9. No social learning integration

Social learning is a new phenomenon which capitalises on the success of social media. It allows learners to communicate through social channels so that they can work together to improve their learning. However, it is not supported by older LMSs.

Social learning has recently become such a popular learning addition that it is a built-in feature to many new LMSs. As it is part of the LMS, the security and usability issues inherent in allowing learners to use social media accounts and collaborate on their learning are greatly reduced. A good modern LMS will include all the social learning features and meet your social learning needs.



10. Your systems can't talk to each other

The Learning Management System is not the only system your organisation uses. Many use a wide variety of different programs, including email, CRMs and talent management systems. There is no possibility to integrate these multiple programs with your old LMS because these systems may not have been popular when your LMS was created, and integrations certainly weren't thought of.

Many modern LMSs offer integration between your LMS and other systems. This saves you time by meaning you only have to use one of these platforms. It also makes your processes more efficient as your systems, such as CRM and LMS, can work with each other, removing the need for data duplication and streamlining.

If any of these issues have felt familiar to you then Enable could be the answer to all of your problems.

[Click here to find out more.](#)

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Virtual College is one of the UK's leading providers of online training, bespoke development and learning software.

For over twenty years we have been providing the perfect blend of interactive, engaging and powerful online learning to our **2 million learners** and have recently been voted e-learning development company of the year.

