



CHOOSING THE RIGHT ONLINE COMPLIANCE TRAINING

BEST-IN-BREED VS. BEST-IN-CLASS: WHAT'S RIGHT FOR YOUR ORGANIZATION?

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Before comparing these two types of solutions, let's define the terms. "Best-in-Breed" refers to online training solutions built to meet specific training needs. Such a solution might offer training on just one or two topics or offer training for one type of employee such as sales.

"Best-in-Class" solutions are comprehensive, all-in-one systems that provide training across multiple functions or categories. A best-in-class vendor might have online training content covering hundreds of topics including, but not limited to, safety, sales, supervisory skills, and communications.

BEST-IN-BREED SOLUTIONS: ADVANTAGES

Organizations that prefer "Best-in-Breed" training solutions look to choose the best product or solution available for a specific niche or requirement, often from different vendors. So, such a training solution might include HR compliance training from one vendor and sales training from another vendor.

Specialization and Expertise

- Since Best-in-Breed vendors specialize in narrow training areas or subjects, they typically deliver highly specialized content.
- These vendors also tend to have higher levels of knowledge and depth of knowledge in their training subjects. Experts in both the specific topic area and in the science of human learning, instructional design, and content production will develop the content.

High-Quality Performance

- Focused vendors are often more agile and innovative, regularly updating their course offerings to reflect the latest trends and developments in their subject matter domain. For instance, HR compliance training vendors will routinely be more up-to-date and current on changes on the legal compliance mandates impacting training content.

BEST-IN-CLASS SOLUTIONS: ADVANTAGES

"Best-inClass" solutions are comprehensive, all-in-one training solutions that provide training content across multiple functions or categories within a broader domain.

Integration

- These solutions typically offer content across various functions which provide employees and administrators with a unified experience.
- They reduce the complexity associated with managing multiple vendors and systems.

Consistency and Standardization

- Standardized training content and methods can be maintained across different departments or regions.

Centralized Management

- With everything under one roof, it's easier to manage, track, and report on training activities and performance.
- It simplifies administrative tasks, reducing the burden on IT and training departments.

Cost Efficiency

- Often, best in class solutions can be more cost-effective than purchasing multiple specialized tools, particularly when considering long-term support and maintenance.

RECENT TECHNOLOGY ADVANCES

Many advances in technology and networking capabilities have substantially narrowed some of the advantages of Best-in-Class solutions over Best-in-Breed solutions.

LMS AND LEARNING APPLICATIONS

Nearly all quality learning management systems today allow organizations to use content from multiple sources. The advances in content standards (AICC, SCORM, xAPI, cmi5) allow organizations to use content developed by multiple vendors in a single technology platform for both administrators and end users. These standards also allow organizations to centralize management and reporting and learner progress on a single platform and facilitate simple integration of content into a single solution.

COST SAVINGS AND QUALITY

Another advantage best-in-class vendors frequently tout is cost savings. Much like the integration and centralization advantages, cost savings is an advantage that is slipping. In a broad “something for everyone” Best-in-Class online learning solution, companies frequently pay for hundreds, if not thousands of courses their employees simply do not need and will never see. On the other hand, a best-in-breed solution delivers content targeted to a specific training or compliance requirement. Employees frequently must complete the courses, so the entire investment in the solution is utilized by employees.

CHOOSING BETWEEN THE TWO

The choice between Best-in-Breed and Best-in-Class solutions depends on the specific needs and priorities of the organization.

- For organizations with very specific compliance training needs a targeted solution aimed at meeting those needs, a Best-in-Breed solution is likely to be more appropriate.
- For organizations looking for a training solution to deliver multiple courses on multiple topics, a Best-in-Class solution would be more suitable.

