



What is ILT?

A comprehensive guide to instructor-led training



Upskilling your workforce is no longer a “nice-to-have” – it’s a necessity for both employees and organizations to remain competitive, resilient, and future-ready in a rapidly evolving job market.

THERE ARE MANY COMPELLING REASONS TO UPSKILL YOUR TEAM

TECHNOLOGICAL CHANGE

58%

expect skills to change due to AI/big data

JOB SECURITY

64%

say upskilling increases job security

JOB PERFORMANCE

74%

see substantial improvement from upskilling

ADAPTABILITY

65%

say upskilling helps adapt to new tech

EMPLOYEE DEMAND

80%

want more investment in upskilling





From hands-on labs to real-world simulations, our flexible training solutions help teams build skills for today and tomorrow.

DEVELOPING AND LAUNCHING TRAINING PROGRAMS

For our part, Skillsoft offers training programs that can accommodate your team's specific needs. Whether you're looking for leadership development for current and future leaders, technical skills training and certification prep, or compliance training to help reinforce legal and regulatory requirements, we can help your team develop the skills needed to perform their current roles effectively and prepare for future career opportunities.

SOME OF OUR MODALITIES INCLUDE:

- Classroom-based training (instructor-led training, hands-on labs)
- E-learning and online training
- Coaching
- Simulation-based training to mimic real-world scenarios

One method that has stood the test of time—while evolving to meet modern demands—is Instructor-Led Training (ILT). But what exactly is ILT, and why does it remain a cornerstone of professional development?

This guide will explore what ILT is, how it works, and why it continues to be an invaluable approach to learning.



Instructor-Led Training (ILT) delivers real-time guidance, feedback, and hands-on learning in a structured, interactive format.

WHAT IS ILT?

Instructor-Led Training (ILT) refers to learning sessions led by a qualified instructor, either in person or virtually. It's a structured approach to training that provides learners with real-time guidance, feedback, and support.

Typically, ILT is conducted in small to medium-sized groups to foster engagement and collaboration. It is widely used in corporate training, educational institutions, and professional development programs.

BENEFITS OF ILT

ILT offers unique advantages that make it a go-to choice for organizations and learners alike:

- **Personalized Learning Experiences:** Instructors can tailor the content to address specific learner needs, ensuring everyone gains a deeper understanding of the subject.
- **Real-Time Interaction:** Unlike asynchronous methods, ILT allows for immediate Q&A sessions, discussions, and hands-on activities, fostering engagement.
- **Practical Application:** Many ILT sessions include workshops, simulations, or role-playing exercises that help learners apply concepts in a controlled environment.
- **Accountability:** The presence of an instructor encourages learners to stay focused and complete the course, making ILT ideal for skill development that requires discipline.



HOW ILT WORKS

ILT can look different for different organizations, depending on which format works best for your particular situation. Here are two types of ILT training that you might consider.

TRAINING FORMAT

WHY IT MIGHT WORK FOR YOUR ORGANIZATION

CLASSROOM LIVE

Traditional, in-person training format where an instructor facilitates learning for a group of participants in a physical setting.

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Emphasizes direct interaction, real-time feedback, and hands-on activities within a structured environment.

VIRTUAL CLASSROOM LIVE

A synchronous online training format where an instructor facilitates real-time, interactive learning sessions through digital platforms.

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Replicates traditional classroom dynamics while leveraging technology to connect geographically dispersed participants.

Virtual courses include indexed, searchable class recordings for qualifying courses (in case you have to step away), and provide engagement tools to stay connected with your instructor and classmates.

CURIOUS WHICH FORMAT MIGHT WORK BEST FOR YOUR ORGANIZATION?

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EXAMPLES OF ILT IN ACTION

ILT is flexible and adaptable across industries and use cases. Let's take a look at what it might look like for both an individual learner and an organization looking to prepare its team for the future of work.

GROWING PERSONAL TECHNICAL SKILLS

An individual leverages ILT to master cloud architecture with real-world insights, interactive sessions, and direct instructor support.

As an individual learner, leveraging ILT through Skillsoft Global Knowledge can be a powerful way to accelerate your personal development. For example, if you're looking to deepen your expertise in a specific technical area—let's say cloud architecture—you could enroll in a focused ILT course led by an experienced instructor who not only delivers key concepts but also provides real-world insights and practical examples.

The interactive nature of ILT means you're not just consuming information; you're actively engaging with the content, asking questions, and collaborating with peers, which often enhances retention and comprehension. This kind of hands-on learning experience allows you to get immediate feedback, clarify complex topics on the spot, and gain a clearer understanding of best practices in your field.

Whether you're pursuing a new certification or just want to strengthen a particular skill set, ILT offers a structured, immersive environment that can accelerate your learning curve and build confidence in your technical abilities. Plus, with a curriculum that adapts to your pace and career goals, you're better equipped to bring actionable knowledge back to your projects and teams, driving real value in your work.

TECHNICAL SKILLS TRAINING FOR YOUR TEAM

A global organization uses ILT to upskill employees on cloud computing through hands-on labs and live instructor support.

Imagine a multinational technology company preparing its IT team for a major migration to a hybrid cloud infrastructure. They could implement a five-day immersive ILT program led by certified cloud instructors.

Over the first two days, participants would explore core cloud concepts and technologies through live demonstrations and interactive discussions. Days three and four might focus on hands-on labs, where employees could build, deploy, and troubleshoot virtual machines, storage solutions, and networking configurations in a controlled cloud environment. On the final day, participants might collaborate on a team project to design a scalable cloud architecture, receiving real-time feedback from instructors.

Such a program could leave employees equipped with practical, job-ready skills to support the cloud migration, minimizing downtime and enhancing organizational efficiency.

WHY ILT IS STILL RELEVANT

In an era dominated by digital learning, ILT stands out for its ability to deliver engaging, personalized, and results-driven training experiences. By combining traditional methods with modern tools like virtual platforms and collaborative technologies, ILT has evolved to meet the needs of today's learners.

So, whether you're upskilling your workforce or developing leadership potential, Instructor-Led Training offers a proven, effective approach to achieving your goals. Its ability to foster interaction, deliver personalized guidance, and facilitate hands-on practice makes it an invaluable tool in any learning and development strategy.

Ready to explore ILT for your organization? Contact us today to learn more about how our training programs can accelerate your team's growth.



ABOUT SKILLSOFT AND GLOBAL KNOWLEDGE

Skillsoft (NYSE: SKIL) delivers transformative learning experiences that propel organizations and people to grow together. The Company partners with enterprise organizations and serves a global community of learners to prepare today's employees for tomorrow's economy. Global Knowledge provides hands-on instructor-led training, supporting technology professionals with innovative and flexible learning solutions and authorized content from major technology providers and certification authorities. Whether online, in classrooms, or at customer sites, Global Knowledge delivers blended learning experiences directly through a worldwide partner network.