The Significance and Methods of Online Training for Tertiary Institution Students Graduates based on the Market Needs and Global Variables Circumstances

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Abstract: **This study highlights the importance of modern online English training for students and trainee. It aimed to keep up with the global variables circumstances that changes fast and support training. It also rise up the type of trainee who might prefer the modern online training and what benefit will they get in their future career life. This great transformation of modern English training moves the educational methods to a very different new level. That level show us also the importance of English training for new graduates in their practical life to get their dream job, and how much benefit they can get of having trainers and experts from all over the world to their place no matter where they are. Facing the fact that the only way to improve any social community globally is by how their students being well prepared before they are employed. Moreover, as the fact that Education and training are an ongoing process, it can be apply through distanced teaching methods especially during the variables circumstances. Meanwhile, online teaching and training reveals many advantages and disadvantages in comparing with ordinary education and this leads to make a comparison between them. A final established questionnaire for the social targeted segment to analyze and improve the needs. It consist of 10 questions supports the educational methods and techniques for basic students, to determine their needs and whether the programs are meeting the after graduation requirements.**

The conclusion of this study is to focus on the role of e learning, what is the beneficiary effect on the tertiary institution sectors and students, and how the new modern educational wave does had affected the students in a positive way.

Keywords: **Training Graduates, Employment Market, Online training, e-learn.**

I. INTRODUCTION

In the introduction, we will present the main significant of English online teaching and training specially to the students of higher institutions. Training of English has become one of the most affected powerful element to raise up the social community globally in all respects. It has always-different methods and elements but the most affected training method was the virtual training that works great with teaching and training distanced students from different countries all over the world. It is the best way to exchange experience and education with experts and teachers globally with the lowest expenses. In the beginning, whom do we teach and train? In addition, what is the direct result they would get? Then it is important to focus on the main successful elements of online education, this is how we can get a perfect comparison between the advantages and disadvantages. Moving to the conclusion that the online and virtual teaching and training was not only better than the ordinary one, but it was also the most practical method used against the variable circumstances happens lately such as covid19 pandemic.

1. Training for a better employment market.

Experts always advise to have graduate trainee programs to get the best results of developed workforce of homegrown talent that will lead them to the main job values and demands.

Studies has proven that the graduates could not improve their training unless they were moving gradually into the core of the job needs and values. It is important to give them rapidly training and teaching skills of employment loyalty and productivity that should be one of the highest company's demands. Moreover, we must include the employees training that have the same importance and effect on the business growth according to recent studies investing in your team can increase profit margins.

To support that we have to look at ROCCO BRUDNO study that suggested some statistics on how training can affect your business growth and revenue (both positively and negatively):

- Companies with highly engaged teams achieve a 21% increase in profitability.

- 69% of employees will reject a job offer if they find out that a company's workers are generally unhappy (not great for new hires).

- It can cost as much as 20% of an employee's salary to replace them (not to mention the chance of losing a team winner to a competitor).

- Without effective onboarding and enablement training, turnover can be as high as 50% for employees in the first 4 to 18 months (and that is another 20% to replace the replacement or new hire!).

- On average, more than 50% of sales teams believed training was effective to reach desired outcomes.

- 84% of employees in Best Performing Organizations are receiving the training needed to accomplish their goals.

- This can take us to a conclusion of the three main training strategies that can improve the employees and get a direct impress on the company's revenue:

  - Onboarding: elevates the new employee to pro status faster.

  - Enablement: affording an easy training to the team to ensure their success.

  - Continuous learning: offering information and knowledge guarantees team growth

2. Whom should we train? What is the turnover?

A. Students and employee training:

The internship can start from high school students by introducing to their future job environment through summer courses. More programs can lead them to know the challenges, skills and the kind of employee's atmosphere. Gradually training will move to the students in the higher levels in the high institutions who will be almost ready to jump into the employment field. In addition, as a fact as the training is continues nonstop process it must be set out of all employees according to the real needs of each organization. Most of the institutions and companies offer job opportunities require skills that can be taught and trained in the higher institutions that can make their graduates the next job candidates.

Students who get the chance to have a well training courses has always the privilege and priority in employment positions it can be their new graduate degree, but what is the real best training needed? The most common training method is to let the students practice their future job environment by getting practical courses and exercising real job duties through field training.

Transition from student to employee is a stage that students must be well prepared for. Many begin their career life after being graduate in positions that do not meet the graduate's achievement standards, which can be frustrated. Moreover, they might never get that job before two or three years of waiting.

B. The benefit of Employees Continuous Training:

Every successful company should have training plans to their employees to guarantee increasing income annually. The power of training can sharpen focus, increase time management, and rise up the morale and job satisfaction, which will automatically reflect their performance. The role of job satisfaction will affect and increase the positive employee's

turnover intentions no matter how pressure is there job loyalty will come first. Not to underestimate the importance of training managers and supervisors in your company, that will lead to a perfect staff supervision and production. Training your senior staff on ways to lead teams more effectively, manage conflict, and improve their overall managerial skills could help to improve.

3. Online training Skills and Methods

A. Know the technology:

To attract your students over online classes there will be always smart ways and skills that can give the teacher all students' attention. To start you have to know the technological steps needed to control your student and class, and always remain flexible and expect the unexpected errors.

B. Prepare a course plan:

Set clear expectation to your academic course and let your students have a course plan with a regular check to your content resources and applications.

C. Be the Supportive teacher:

Starting with creating a supportive helping-learning environment that keeps the student always ready and connected to the teacher directions. Let them know that you are always available to help.

D. Attractive Positive Monotone:

It is advised that the teacher keep a positive exciting voice tone while he is teaching with joyful encouraging words that can create and maintain a strong academic presence. Some instructors loose the concentration of his listener and sound boring because of their mono unchanging tone that may also distract the student attention.

E. Different Learning Tools:

In addition, it is suggested that the instructor would use a mix of different learning tools for a better engagement such as educational games websites, relevant videos and e-forms.

F. Ask for student's feedback:

Provide ongoing feedback can be one of the best communication that give the teacher an immediate reaction of what did his student understand. Stay close listen to their comment it is always matters. This way teachers can always understand how far is he going, and does his classes doing well or not.

G. Provide e-learning content:

Smart teachers can aligned with technology so fast and make e-learning content mobile available for his students. This is one of the excellent effective methods that can work proficiently. It gives the student a great opportunity for self-learning

4. Significance and advantages of online education:

Why do we recommend the online teaching and training? This is the main discussed topic if we want to preview the importance of online and distanced education. In the educational field over the last few years, we can see how the traditional education has changed gradually. Classic libraries are not the student searching resources anymore and attending physically in classrooms is not the only learning option, not with the rise of the internet and technology.

This study concentrate on the importance of online teaching due to the variable circumstances and new modern technology needs. Not to forget the time shortening that the online does by gathering experts and professors to teach and train students from all-over the world at the same time to different type of students. Let me mention the most common privileges of having online training in points:

1. Time flexibility vs classic schooling time.

2. Number of student in each class.

3. Join wherever you are no need to drive to your school.

4. Access to more collages and study double majors.

5. Potentially lower costs.

6. Less pressure.

7. Learn more skills that are technical

8. Increase personal responsibility and self-direction.

9. Cheating and no exam control

10. Face to face interaction

5. Challenges and disadvantages of online training

The main point of this study is to support the online teaching and training even though there are many challenges that may frustrate students or teachers. Understanding these challenges might reduce the disadvantages and the obstacles according to both teachers and students.

A. Challenges Facing Teachers:

Starting with teacher's most common online teaching obstacle, we can mention the difficulty of getting students engaged which can affect their classes' time commitment. It is challenging according to many technical issues and errors that may occur on spot and get student late to attend their class.

Fear of cheating can be another challenge to every teacher who cannot control their students during exams and presentations. There was many advices about exams methods that gives the correct students feedback about what did they learn through the course, still it is challenging and depends on the students awareness to the importance of their educational attainment.

Online teaching puts a huge effort on the teacher preparation and the course content that empower the student communication and interaction. Course content must be creative and attractive to aligned with online teaching, it should always give the student a roll to grab more attention and participation in class.

B. Challenges Facing Students:

Moving to the student online struggle, we might mention few points that can assemble the most common online challenges that obstruct student adaptability:

1. Online learning need self-motivation to keep the student virtually engaged.

2. Student distraction and loosing attention

3. Time management matters because online train time line needs more flexibility that student do not always have.

4. Technical difficulties, basic computer knowledge and lack of equipment's that might help the student if any problem appear during the class.

5. General network and connections troubles that is out of the student control.

6. Live communication with their teachers and getting feedbacks to their work.

6. Data Analysis and Discussion

A final questionnaire was established and distributed for over 100 people from different levels to support this study. The questionnaire shows that the majority does support starting training before being employed and the rest does agree that training after being employed is necessary for the same previous points mentioned previously in the study. It is also showing how does the majority preferred the online training no matter what difficulties they might face. Mentioned below the data collected from participants in numbers, percentage and most common answers:

Age of participants:

Age	Level	Number	percentage
14 - 17	High School Student	2	2%
18 - 24	College Student	11	11.1%
25 and above	employees	86	86.9%

Did you get any field training or a training course for your future job before you graduate?

Answer	responses	percentages
No	49	49.5%
Yes	41	41.4%
Didn't get a chance	9	9.1%

Do you have a training plan to get your future job?

Yes	36.4%
No	63.6%

Do you think that training can effect student to get their dream job after graduation?

Yes	85.9%
Not really	8.1%
No	6.1%

Training should be after being employed not before. Do you agree?

Yes	43.4%
No	56.6%

Choose what your favorite way of training is:

In classroom with a teacher lecturing face to face.	74.7%
Through online classes to save time and focus more	25.3%

How difficult do you find online training? (0 No difficult - 10 means too difficult)

0	1	2	3	4	5	6	7	8	9	10
16.5%	5.2%	4.1%	7.2%	8.2%	19.6%	9.3%	12.4%	12.4%	2.1%	3.1%

Do you prefer to be trained by professors in your country or by contacting professors abroad?

professors in my country	64.6%
abroad professors	35.4%

II. DISCUSSION AND CONCLUSION

As illustrated above, and as the latest studies perceive of training importance, the online training courses should be certified and designed to match the latest variable circumstances. In other word, we can say online training is a must no matter what challenges it might have currently, it will be the next generation learning method that will move them to a higher educational level and technique.

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