

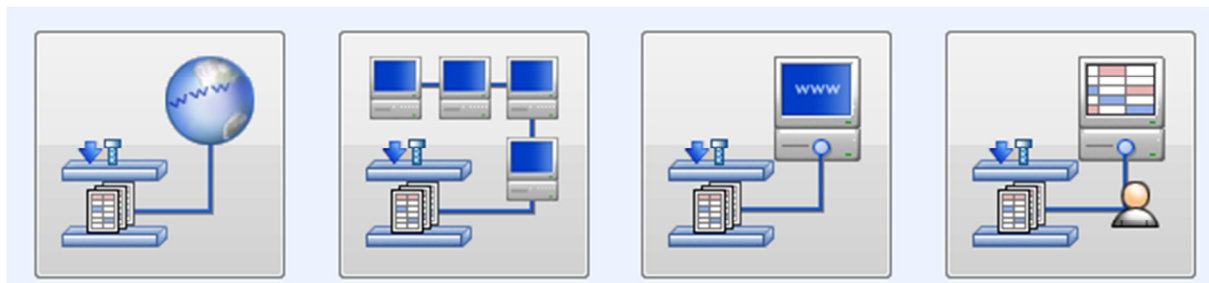
# Elearning

Innovative delivery of learning



Elearning has many advantages and the diagram below illustrates how it can be delivered across a number of platforms including your company network. It is self-paced learning that may be CD-ROM-based, Network-based, Intranet-based or Internet-based. It may include access to instructors through online bulletin boards, online discussion groups and e-mail. Or, it may be totally self-contained with links to reference materials in place of a live instructor.

Unlike a one-time classroom session, elearning courses are available for everyone at times convenient to individuals.



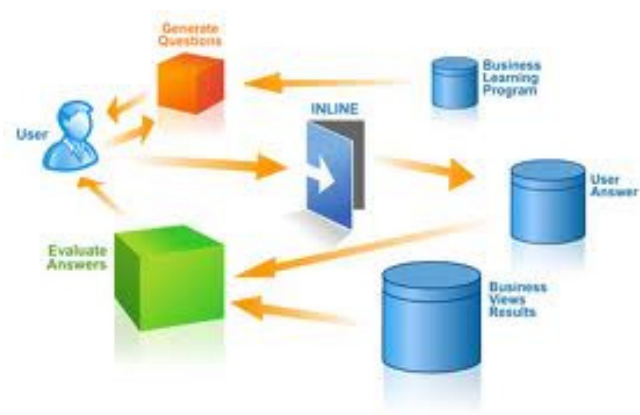
## Elearning supports the Organisation's Goals



- **Improved training costs.** Each time the course is accessed the return on investment improves because the fixed training delivery cost is divided by the number of users. The cost of travel time, materials, man-hours for delivery of training by a trainer are removed. Typically improved learning results in more efficient performance.
- **Decreased material costs.** For example if training were run on how to arrange equipment in a sterile environment for theatre staff, using the actual operating theatre would be very costly. Setting up a simulated training environment involves material costs and labour. By creating the environment online the costs minimise associated with set up, use, and clean-up are minimised.
- **Increased productivity.** Because elearning is not time or geographic location bound, the impact of training on production is reduced by training people during down times.
- **Standardisation.** You may have a great facilitator, but that's no guarantee that the courses are presented the same across different sessions. Elearning allows you to create a standardized process and consistency in the delivery of content. It also compresses delivery time. You can combine elearning courses with facilitated sessions.

## Learning Supports the Learner's Development

- **Real-time access.** Live learning events require that those who participate align their schedules to the training calendar. Elearning eliminates this because the course can be accessed anytime, anywhere.
- **Improved retention.** The combination of multimedia and instructional design can produce a very rich learning experience that can be repeated.
- **Ongoing access to resources.** The learning content is accessible for refresher training.
- **Community of Learning.** The foundation of a learning community is built on sharing what you know with others. Incorporating a forum or wiki adds value to the elearning experience where your LMS permits these functions.
- **Elearning is good for the environment.** Britain's Open University's "study found that producing and providing distance learning courses consumes an average of **90% less energy** and produces **85% fewer CO2 emissions** per student than conventional face-to-face courses."



## Features and Benefits of eLearning

- Learning is self-paced and gives participants a chance to work at their own pace
- Learning is self-directed, allowing participants to choose content and tools appropriate to their differing interests, needs, and skill levels
- Accommodates multiple learning styles using a variety of delivery methods designed around the learner
- Geographical barriers are eliminated, opening up broader education options
- 24/7 accessibility makes scheduling easy and allows a greater number of people to attend classes
- On-demand access means learning can take place as required
- Overall training costs are frequently lower than other traditional methods
- Enhances computer and Internet skills
- The elearning environment draws upon many years of established pedagogical principles