Technology in the Workplace

Advances in tools and techniques provide more opportunities for educating employees by way of highly efficient and productive means through the use of mixed media.
What is Blended Learning?

Blended Learning is a customized training program that combined traditional learning methods with electronic technologies to “create a synergistic, dynamic learning structure that can propel learning to new heights” (Gray).
Learning Methods Defined

- Traditional Classroom
- E-Learning
  - Online Classroom
  - Computer-based training (CBT)
  - Webinars
  - Video
- Informal Learning
- Blended Learning
E-Learning Explored

- Primary driver for adoption is the increased access to learning
- Ability to reach global audience
- In a recent study, 39% of surveyed organizations were managing established company-wide e-learning programs, while an additional 35% were actively developing e-learning programs. (E-skills UK)
Why Blended Learning?

- Competitive business climates require flexible, reliable, on-demand training options.
- ROI
- Offers the chance to “fail for free” (Cohen, Deege, and Brewer-Frazier)
Blended Learning: Employee Advantages

- **E-Learning**
  - Basic skills established
  - Self-Paced
  - Empowering (E-Skills UK)

- **Classroom**
  - Motivational
  - Shared Experiences
  - Skill Advancement
Blended Learning: Employer Advantages

- Availability
- Flexibility
- Success Rate
- Long Term Strategy
- Cost Effective
How Does Blended Learning Work?

- Initial skills are acquired through e-learning methods

- Advanced knowledge and practical, real-world application of skills are tested in classroom
Final Thoughts

Research and experience shows that supplementing traditional learning methods with e-learning opportunities will result in a successful, cost effective and well blended training program. With these new technologies, innovative organizations will continue to improve upon the field of corporate training and development.

http://thejournal.com/articles/16107
Works Cited:


