



Tips for Implementing

BLENDED LEARNING

The smartest decision that can be taken by training managers who want to make the best of both classroom and online training is an investment in blended learning. But how do you decide what component of the blended learning program goes into the classroom and what goes online? Here's how.



When to Use Classroom Training

1. Need for Face-to-Face Interaction



Components for which learners require mentoring or guidance in the classroom, or content dealing with new concepts for which learners are likely to have many questions are best dealt with in the classroom.

2. Need for Dealing with Contingencies and Complex Content

Components of the training program that deal with contingencies and high risks can be addressed effectively in the classroom.



3. Need for Learning from Practice



Classroom or instructor-led training gives learners an opportunity to reflect on what they have learned and it is an opportunity to practice different strategies and also learn from others.

When to Use E-learning

A few examples where you need to adopt e-learning

1. Need for Teaching Concepts and Procedures

Opt for online training when your training content deals with simple concepts procedures, and the classroom can be used to answer queries of learners.



2. Need for Enhancing Efficiency with Skill-based and Compliance Training

Skill-based training



You can use online training to develop skills required by employees to perform well on their job. For instance, an online course on using an ERP package.

Compliance training



E-learning is the ideal medium for delivering compliance training programs through storytelling or scenario-based learning that help learners relate to the content and understand the importance of compliance training.

3. Need for Providing Opportunities for Self-Assessment

If your training program has self-assessment, it's better to choose e-learning because it enables learners to understand their knowledge on the modules covered in the training program.



4. Need for Delivering Just-in-Time Training



The primary objective of delivering Just-in-Time training is to offer effective performance support wherever required and build on-the-job competency through videos, an infographic, and questions, acronyms or visual cues in flashcards to promote information recollection and aid just-in-time learning.



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