

■ Use of Software Tools to Build On-Line Training

Considerations , Methodology and Advantages

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What to Consider *Before* you Start

- Hosting and delivery capability (Is IT on board?)
- Cost of software license and maintenance
- Learning to use the software
- Instructional design and development capability
- Technical knowledge
- Cost of development
- What else?



Methodology

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Analyze

Determine the need to be met with the e-Learning (Tie it to a business objective), and determine viable delivery methods.

Design

Develop objectives, which determines measurement and content, create storyboards and get feedback.

Develop

Create the course using the storyboard as a blueprint. This is where the process deviates from standard ADDIE methodology because of the technical skills involved.

Implement

This step requires the infrastructure usually owned by the IT department. Establish this relationship early as it may affect what you design!

Evaluate

Evaluating e-Learning is both easier and harder to do than instructor-led training. Evaluators need to be trained but testing is more consistent.

ADDIE

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Advantages of Using e-Learning

- Software tools available for every skill level
- Cost of development can decrease over time
- If designed correctly, courseware can be reused
- Bandwidth isn't an issue if you don't stream media
- Methodology lends itself well to blended learning
- Easily integrated into Learning Management Systems
- File sizes can be smaller
- Materials can be updated easily

Conclusion

If you are willing to build e-Learning development capacity within your organization, over the long run, you can reach more people with fewer resources and less disruption to strained schedules, networks and budgets!

Questions?

CONTACT ME FOR MORE INFORMATION

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