HUMAN CAPITAL MANAGEMENT and E-LEARNING

E-Learning

- Why e-Learning: Pros and Cons of e-Learning vs. Class Room Learning
- What is required to develop such training
- What type of training is available online
- Where the technology is heading.

E-Learning Definition

- Elliott Masie
  - *"The use of technology to design, deliver, select, administer, support and extend learning"*

- Percepsys
  - *"Using a technological means (Internet/Intranet/Extranet) to access and manage learning that supports and enhances the knowledge of an individual"*

The Case for E-Learning

- No more expensive travel costs
- Less staff time wasted in travel
- Immediate availability
- Self-paced learning and increased confidence
- Instructional quality consistency
- Instant feedback and scores
- Instant and less costly updates

Advantages of E-Learning

- **Access:** Making training more available to learners.
- **Cost:** Reducing training costs.
- **Content**: Increasing the scope of offerings.
- **Relevance**: Making training more meaningful to people's work.
- **Speed**: Responding to constant change and rapid product innovations.
- **Efficiency**: Avoiding scheduling of classroom training and booking instructors.
- **Empowerment**: Putting the responsibility for learning in the hands of learners.
- **Business**: Using fast, effective learning as a competitive weapon.
- **Convenience**: Letting time-pressured students learn at the best time and place.
- **Connection**: Connecting learning data to other systems, such as HRIS.

Obstacles in E-Learning

- Human
  - Organizational
  - Cultural Resistance
  - Instructional
- Technological
  - Bandwidth
  - Interactivity
  - Technology support
  - Development costs

E-Learning Challenges

Content Development Bottleneck!

- Long time to develop course
- Typically $500-50,000 per hour of instruction
- Communication difficulties with SMEs (not always on the same page)
- Need to outsource because of lack of multi-dimensional skills - Web Team, Design team, Learning standards, Instructional design

Infrastructure Snags…

- High cost of purchase, implementation and deployment
- Problematic and incompatible features between disparate systems
- Frequently - LMS, LCMS and Portal integration problems
- Difficult to measure activity, results and impact

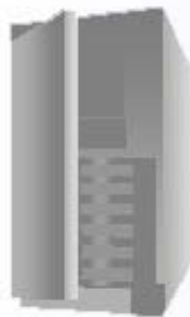# Percepsys

Disparate Systems, Technology Barriers

Portal: Catalog, Login, Launch

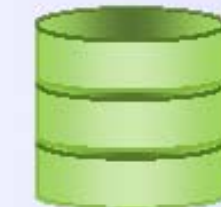| ERP Training | Application Rollout Training | Mfg. Training | Sales Training |

Development Tools
Simulation Tools

LCMS
Content Development
System

Learning Management
System (LMS)

Content Delivery
System

3rd Party
Hosted Content

Who is on an E-Learning Team?

- Project Managers
- Instructional Designers
- Subject Matter Experts
- Programmers
- Writers
- Graphics Artists, Animators, and Videographers
- Quality Controllers

Where do we go from here?

- Simulation based learning
- Scenario based learning

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