

-Learning Saves Time without Compromising Learning Benefits

Most studies find a reduction in time ranging from 20-80% with 40-60% being the most common range for timesaving. No studies found any decrease in training effectiveness and most reported a substantial increase in training effectiveness (both learning retention and transfer).

Fletcher (1990) after carefully reviewing over forty independent studies found that online training yielded time savings of 35-45% over traditional classroom instruction while obtaining equivalent or better gains in learning retention and transfer. Adams (1992), Cantwell (1993) Bradley (1994) and Hofstetter (1994) later confirmed these results across several years and hundreds of studies. Likewise Hall's (1997) in-depth review of over 130 case studies found that computer-based training required significantly less time than instructor-lead training. The amount of reduction in time ranged from 20-80% with 40-60% being the most common range for timesaving. None of the studies found any decrease in training effectiveness and most reported a substantial increase in training effectiveness (both learning retention and transfer). More recently, Hemphill (1997) found that while online training saves time, it does not negatively impact effectiveness of learning.

E-Learning Minimizes Travel Costs

Organizations and agencies with multiple locations, in rural settings or in traffic congested areas will find that moving mandatory trainings online will yield significant cost savings, reduce wear and tear on staff and decrease the need for staff replacement cost .

Numerous studies have shown that e-learning can cut the travel cost associated with training by at least 50% (Hall 1997). Other studies have shown that if implemented properly these costs can be reduced by at least 80% (Hemphill 1997). E-Learning is flexible. It is self-paced and can occur any time and any place. As such, it is ideally suited for training employees who are dispersed regionally. E- Learning is easily modified (especially Web delivered content) thus making it more adaptable for change of content due to new clinical approaches, medications and regulations.

E-Learning Provides More Consistent Course Delivery

E-learning is similar to a performance that is filmed or taped. The instructor can review, and edit the presentation until it is just right. No matter how many times the class or learning module is presented it will not change or vary. Each student will get exactly the same material no matter when they take the course. This leads to very consistent delivery of material.

Traditional classroom training is in many ways a “live” performance. Instructors vary the way they present material in subtle and sometime obvious ways each time they give a particular class.

Just like actors there are days when they feel good and days when they feel bad and their presentations reflect these states. There are times when instructors emphasize certain aspects of the course and times when they emphasize others. In fact, no matter how many times an instructor gives a particular class his/her performance will be different each time. Adams (1992) found an average delivery variance of 59% between presentations by classroom instructors.

Also, because the class is presented “live”, there is no opportunity for the instructor to review his/her performance and to make changes. In contrast e-learning is very similar to a performance that is filmed or taped. The instructor can review, edit and re-edit their presentation until it is just right. In addition no matter how many times the class or learning module is presented it will not change or vary.

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E-Learning Can Offer More Individualized Instruction

E-learning can produce more individualized instruction. Training content can be modified to emphasize areas where learners have deficits in understanding. Students can be presented with material and then tested throughout the course to see if they mastered each concept. If not, then they can continue to be presented with that concept until they have mastered it.

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