

Best Practices: Designing and Developing Web-Based Training

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Introduction



- ❖ What is Web-Based Training (WBT)?
 - WBT enables people to learn anytime and anywhere they want to through the Internet. Instead of going to the normal face-to-face training session, today's learners sign on to their Internet connection and learn whatever they want to right on their computer's browser.

Picture obtained from website at <http://www.domenech-sa.com/castellano/elearning/elearning.html>

Capstone Emphasis

❖ Why Web-Based Training (WBT)?

- Work Background
- University College studies
- Adding new skills
- WBT or eLearning?



Picture obtained from website at
<http://www.swri.edu/3pubs/brochure/D07/WebBase/home.htm>

Overview of eLearning

❖ Delivery methods for eLearning

- Synchronous, or live, learning means that communication occurs simultaneously between individuals and information may be accessed instantly, such as real time chats.



Synchronous Communication



Picture obtained from website at

<http://www.arch.usyd.edu.au/kcdc/journal/vol1/dcnet/stream2/paper8/>

Overview of eLearning (cont.)

❖ Delivery methods for eLearning (cont.)

- Asynchronous learning does not occur simultaneously, and it is often referred to as self-paced learning, such as discussion group forums.

Asynchronous Communication



Picture obtained from website at

<http://www.arch.usyd.edu.au/kcdc/journal/vol1/dcnet/stream2/paper8/>

Overview of eLearning (cont.)

- ❖ Delivery methods for eLearning (cont.)
 - Blended Learning – then and now!



Picture obtained from website at
http://www.e-education.ca/etvu/blended_learning.htm

Agenda



Picture obtained from website at
http://www.utcc.ac.th/e_learning/images/ttools.gif

- ❖ eLearning Technologies
 - HTML, Web Applications
 - Macromedia
- ❖ Benefits of eLearning
- ❖ Best Practices
 - Organizational Strategies
 - Design/Development Strategies
 - Learning Strategies
- ❖ Learning Objects

Agenda (cont.)

❖ eLearning Systems

- Learning Management Systems (LMS)
- Learning Content Management Systems (LCMS)
- Learning Portals (LP)

❖ The Future of eLearning

❖ Conclusion

❖ Recommendations



Picture obtained from website at
www.elearningsoftware.co.uk/

eLearning Technologies

❖ eLearning Technologies

- Static HTML
- Dynamic HTML
- Multi-media plug-ins
- Web Applications
- Macromedia, Adobe, etc.



Picture obtained from website at
<http://www.washington.edu/computing/training/519/client.html>

Benefits of eLearning

- ❖ Cost Savings
- ❖ Facilitates self paced learning
- ❖ Anytime, anywhere
- ❖ Better Use of "Experts"
- ❖ Repeat training available
- ❖ Learner Focused
- ❖ Better Access



Picture obtained from website at <http://www.ptuonline.com/whatislearning.htm>

Best Practices

❖ Organizational Strategies

- Define organization needs
- Define organization technology standards
- Define eLearning for the organization



Picture obtained from website at
<http://pdsc.usace.army.mil/image/Image95.gif>

Best Practices (cont.)

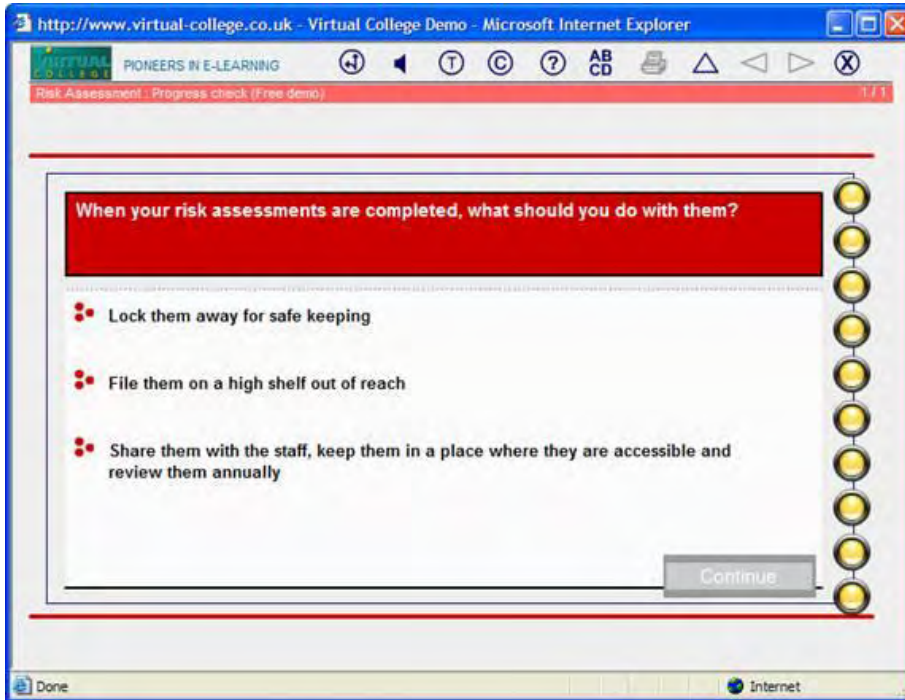
❖ Design/Development Strategies

- Capture attention
- Give relevant objectives
- Encourage recall of prior learning
- Provide relevant content
- Provide guidance for more technical learning



Picture obtained from website at
<http://www.raanana.co.il/img/news/elearning.jpg>

Best Practices (cont.)



Picture obtained from website at
<http://www.virtual-college.co.uk/elearning/elearning03.asp>

Example eLearning website – Innovatia
eLearning Center at
http://www.elearning.innovatia.net/mktg_portal/portal_democenter.jsp

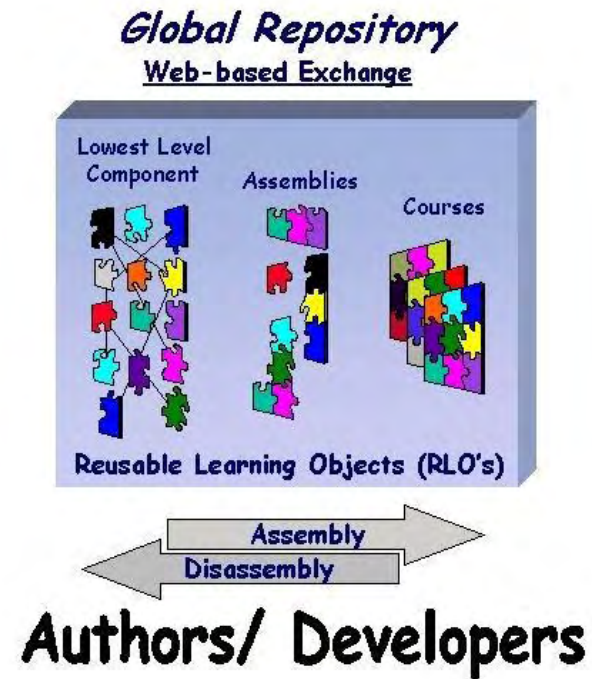
©2004, Innovatia, All Rights Reserved.

❖ Design/Development Strategies (cont.)

- Provide realistic simulations for practice
- Give feedback on performance
- Assess performance
- Enhance retention with take away information

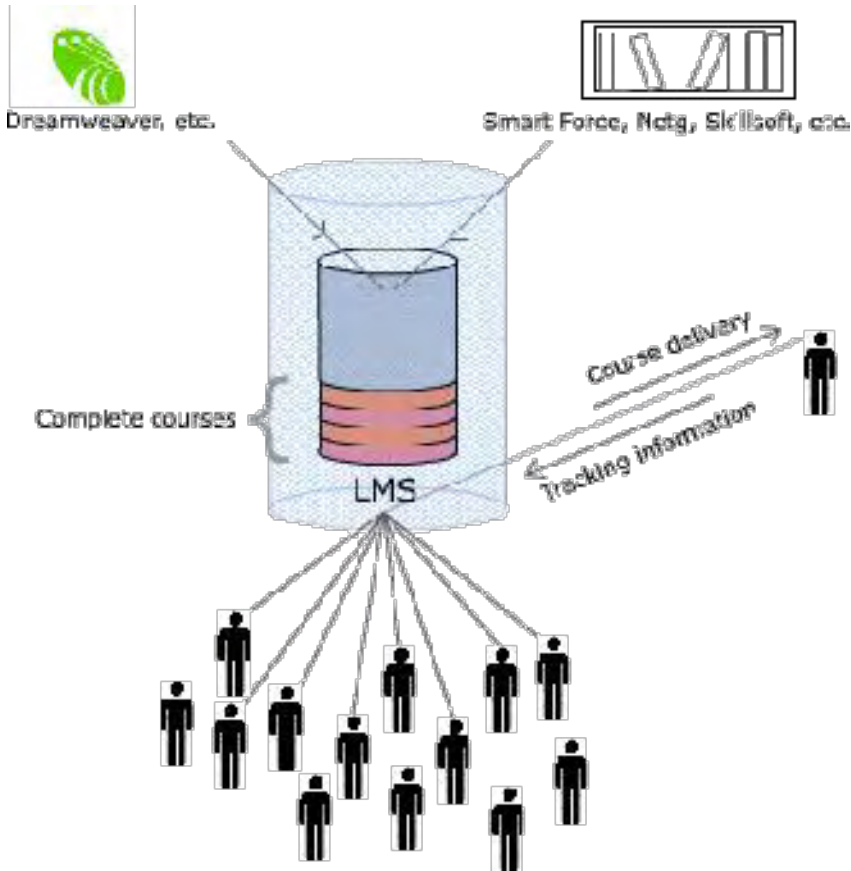
Learning Objects

- ❖ Learning Objects (LO) are designed to be used in multiple training contexts, aim to increase the flexibility of training, and make updating courses much easier to manage.



Picture obtained from website at
<http://www.lydialearn.com/rlos.cfm>

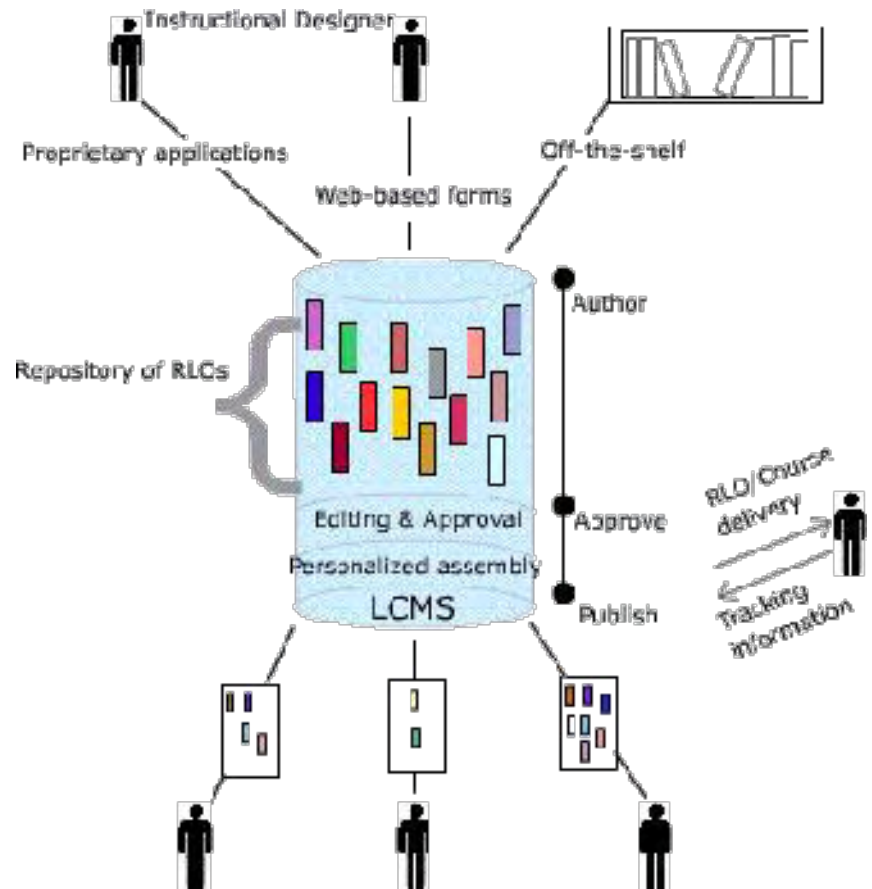
eLearning Systems



- ❖ Learning Management Systems (LMS) provides:
 - Manages courses and course registration
 - Tracks student registration, access, and progress
 - Manages course information
 - Manages course scheduling and administration
 - Reports

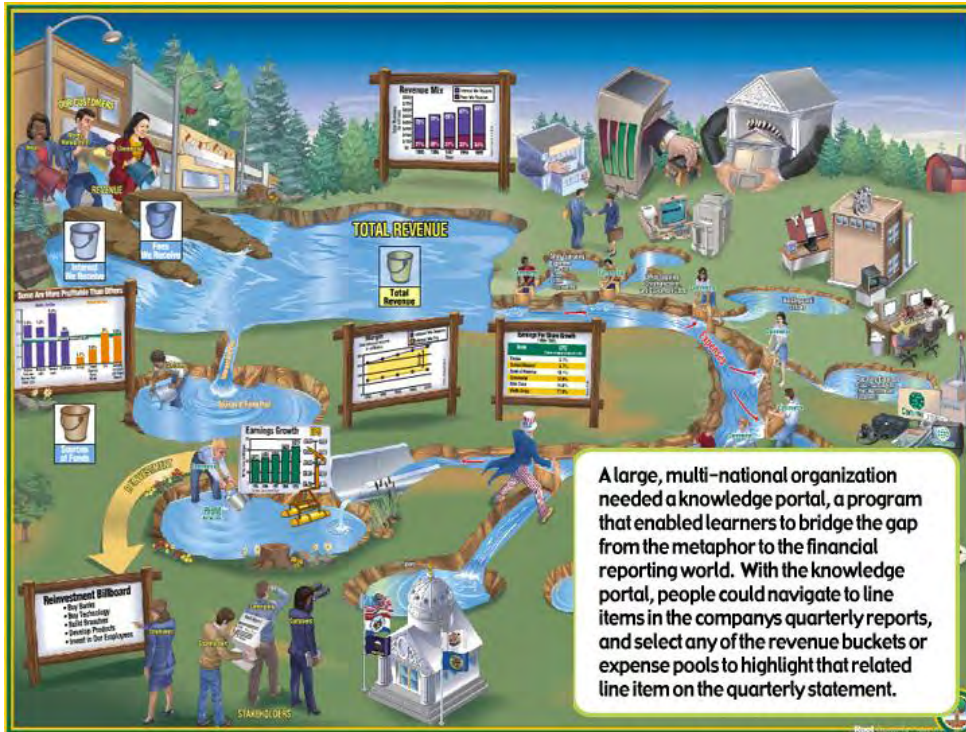
eLearning Systems (cont.)

- ❖ Learning Content Management Systems (LCMS) have four essential features:
 - Authoring application
 - Collection of learning objects (repository)
 - Course delivery system
 - Administration tools



Picture obtained from website at <http://www.elearningpost.com/features/archives/001022.asp>

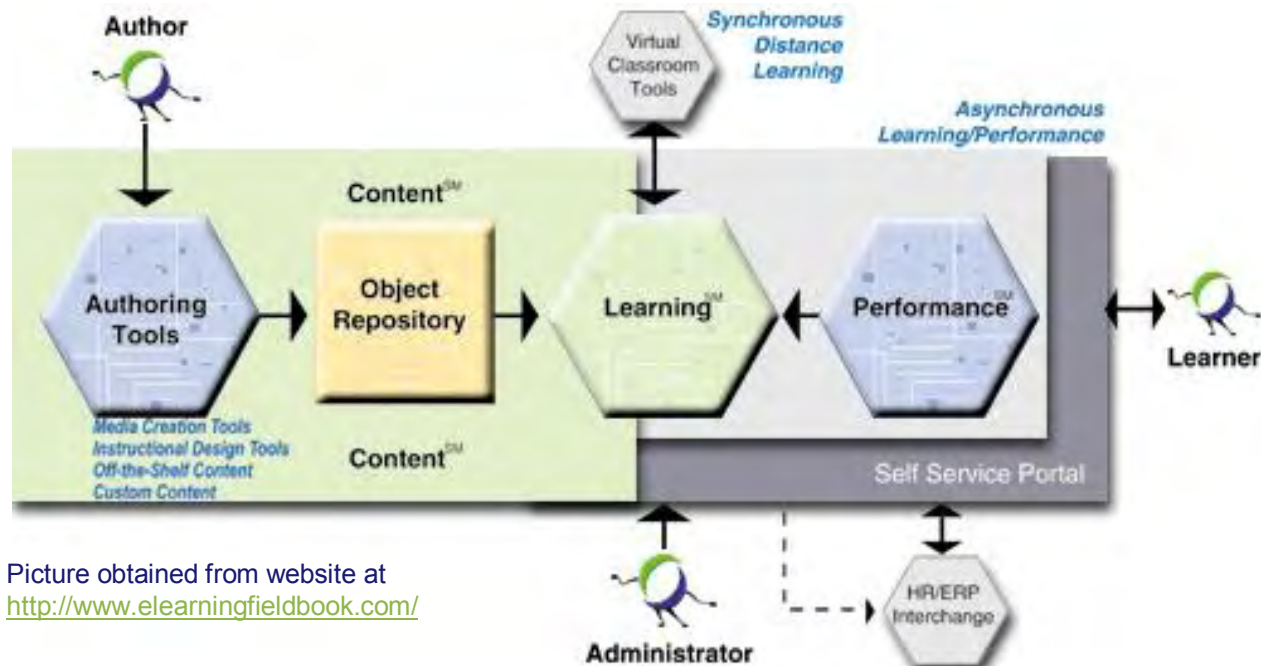
eLearning Systems (cont.)



Picture obtained from website Root Learning Inc., at <http://www.rootlearning.com/elearning/index.html>

- ❖ Learning Portals (LP) provide:
 - Course catalogs
 - Course registration
 - Assessment and feedback mechanisms
 - Instructional support
 - Learner forums
 - Chat
 - Bulletin boards
 - Communities

The Future of eLearning

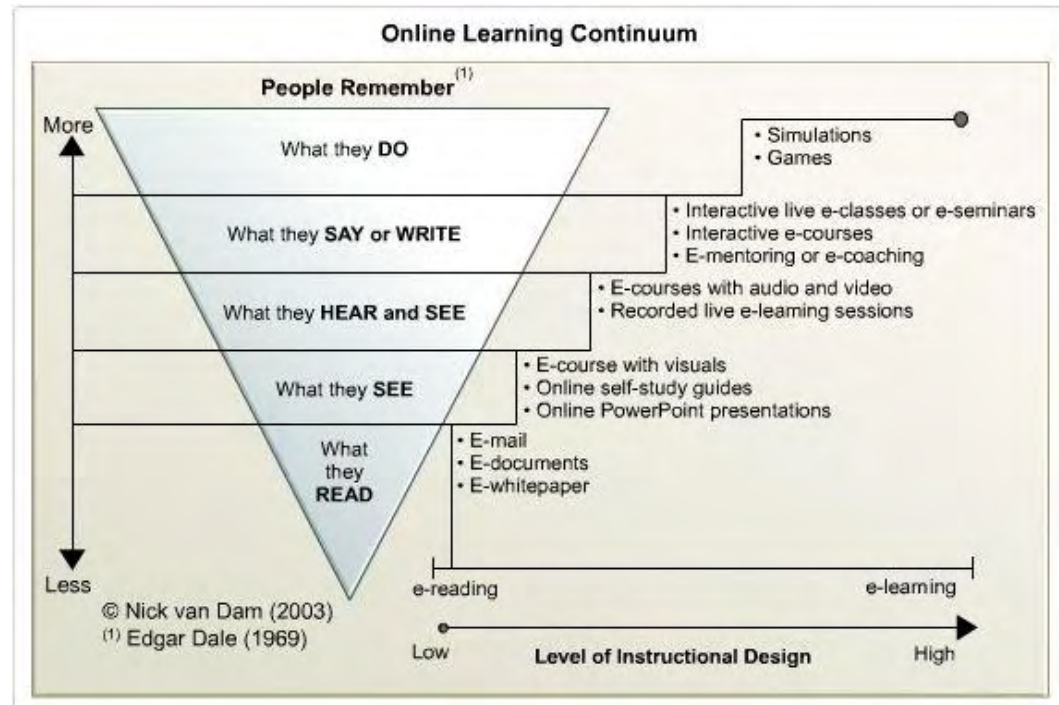


Picture obtained from website at <http://www.elearningfieldbook.com/>

- ❖ Blended Learning Approach
- ❖ Learning Management
 - Personal
 - Organization

Conclusion

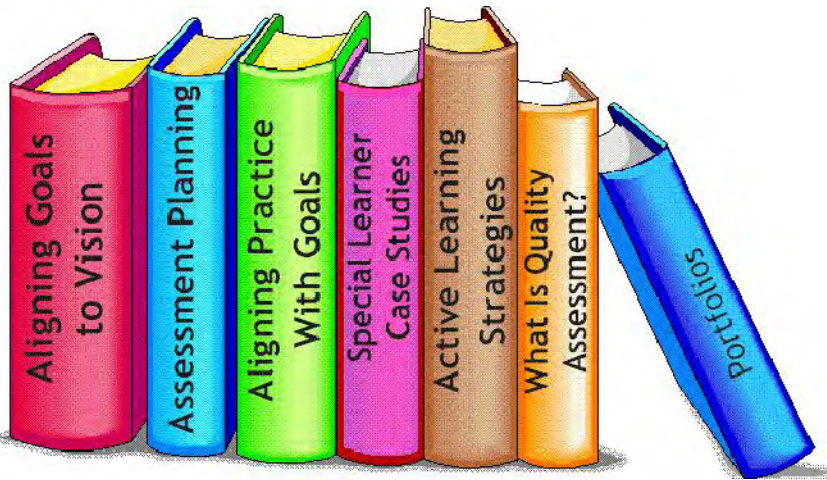
- ❖ eLearning is effective because of:
- Cost savings
 - Time spent
 - Learning methods



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Picture obtained from website at
<http://www.elearningfieldbook.com/>

Recommendations



Picture obtained from website at <http://www.serve.org/leaders/learning.htm>

1. Plan eLearning carefully, and consider the organization culture in the decisions.
2. Make eLearning engaging to keep the users attention.
3. Use best practices when developing eLearning to create a good user experience.



Recommendations (cont.)

4. Investigate the different eLearning development tools and find the ones that best suit the organization's eLearning solutions.
5. Get support from organization leaders for the eLearning system, to ensure the users see the importance of using eLearning.
6. Use blended learning where applicable, do not force the wrong training on your learners.
7. Make sure you know what your learning strategy is before deciding on a Learning Management System.

Questions?

❖ Any Questions?

❖ Email:

dpeach2959@aol.com

❖ Website:

<http://www.designbydi.com>





Resources and References

- ❖ Van Dam, N. (August 19, 2003). *The E-Learning Fieldbook : Implementation Lessons and Case Studies from Companies that are Making E-Learning Work*. McGraw-Hill; 1 edition.
- ❖ Horton, W. (2000). *Designing web-based training*. John Wiley & Sons, Inc., New York.
- ❖ Allen, M. (November 27, 2002). *Guide to E-Learning*. Wiley; 1 edition.



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- ❖ Macromedia DevNet Online -
<http://www.macromedia.com/devnet/>
- ❖ Learning Circuits -
<http://www.learningcircuits.org/>
- ❖ Brodsky, M. (May 7, 2003). *Designing e-learning from the outside-in*. Retrieved May 23, 2003, from Learning & Training Innovations Online:
<http://www.ltimagazine.com/ltimagazine/content/printContentPopup.jsp?id=48117>



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<http://www.ncc.co.uk/ncc/myitadviser/archive/issue7/people.cfm>
- ❖ Nichani, M. (May 02, 2001). *LCMS = LMS + CMS [RLOs]*. Retrieved May 23, 2003, from Elearningpost.com Online:
<http://www.elearningpost.com/features/archives/001022.asp>



Online Blogs / Listservs / Forums / Newsgroups

- ❖ Emergent Learning Forum
- ❖ <http://emergentlearningforum.com/forum/index.php>
- ❖ WBT/Online Learning Listserv (WBTOLL-L)
<http://www.trainingplace.com/source/thelist.html>
- ❖ trdev • Training & Development Discussion Group
- ❖ <http://finance.groups.yahoo.com/group/trdev/>
- ❖ IDEAS: Instructional Design for eLearning Approaches <http://ideas.blogs.com/>



Demo Websites

- ❖ <http://www.virtual-college.co.uk/elearning/elearning03.asp>
- ❖ <http://www.rootlearning.com/elearning/index.html>
- ❖ <http://commons.ucalgary.ca/showcasetv/displayVideo?movieID=1000068&videoID=1000022>
- ❖ http://www.elearning.innovatia.net/mktg_portal/portal_democenter.jsp