Running head: Web-Based Training Knowledge

Figure 1. WBT picture obtained from website LearningCircuit.com at http://www.learningcircuits.org/elearn.html

Web-Based Training Knowledge Guide

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Web-Based Training Knowledge Guide

What is Web-Based Training (WBT)?

Figure 2. Web-Based Training picture obtained from The New Horizons Media Works, Inc. website at

http://www.newhmw.com/default.php3

WBT has enabled 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.

WBT can come in any form that a developer creates it, and that form might not necessarily be in

the browser. Some of the other forms of delivery of online learning are web-based courseware,

discussion groups, live virtual classes, video, audio, web chat, simulations and mentoring.

Overall most learners take WBT courses through the browser on the computer.

Key Web-Based Training Issues

What are the Key Web-Based Training Issues?

1. Why have Web-Based training solutions?

2. What are organization strategies for Web-Based training?

3. What are the categories of Web-Based training?

4. How do you choose a Web-Based training solution?

5. What are the advantages and disadvantages of Web-Based training systems?

Analysis of Key Web-Based Training Issues

Why Have Web-Based Training Solutions?

WBT is becoming very important to many organizations because they need to keep their learners trained while keeping costs down. There are many reasons why an organization should have a WBT solution because keeping up with how fast information is changing is how an organization stays competitive.

Convenience

WBT allows learners to train on their own time, anywhere without using specialized equipment or software. Before WBT, organizations were sending their learners to training, and taking away from their work time. WBT learning can be accessed in real-time or through modules at the users discretion. This allows the learner to get their work done, and take the training as time permits.

Enhanced Learning

WBT can take many forms. It can be visual, textual, interactive, and even have audio. However, if an organization does not plan what kinds of training to implement they could be in for disaster. Sometimes the learner just needs minimal information, and sometimes they need to have a full-scale interactive learning experience to get the most out of the training. When organizations ask the right questions, they can create WBT that is the most useful for their purposes.

Retention of Learning

When learners are presented with these different forms of training, they are able to retain the knowledge better. In traditional training or lectures, learners are less likely to retain the information very long. They have only been able to sit and listen, which only allowed them to

learn the information in one way. If the information is important to the organization and the learner, and the training did not come across, then the trainer has failed to do their job.

What are Organization Strategies for Web-Based Training?

Organizations need to have a strategic plan for the WBT system. The system should closely match the culture in the organization. As with an Enterprise Architecture (EA) plan, a WBT system should be thoroughly investigated. The e-learning program should support existing organization objectives and plans, otherwise it will not be seen as value added to the organization. The difference between an organization that has a strategic plan and one that does not have a strategic plan can be the deciding factor in whether the WBT solution will be successful or not.

Define Organization Needs

Planning the WBT system needs to be based on what the organizational needs are and not what the instructional designers/developers decide that system should look like. After the instructional designer and the organization have determined the organization views, then they need to determine the learning needs of the organization. Defining the organization needs should include determining the organization culture, vision, and technology that is in use. When these needs are formulated, it is much easier to create a WBT system that is suited to the organization.

Define Organization Technology Standards

By defining the organization technology standards, the appropriate WBT system can be developed. The instructional designer/developer needs to create training that is accessible to the company. There are many different browsers that an organization could be using, and many different operating system platforms. Therefore, it is important for the instructional designer/developer to determine what an organization is using or help them to upgrade if

necessary to be able to deliver the training the organization desires. For example, if the organization finds that it has high bandwidth they would be able to implement the more network intensive Flash simulation learning modules.

Define Web-Based Training for the Organization

After an organization has defined its goals, it is then easier to define the goals of the WBT. When the organization leaders and learners define the business goals, and outcomes it is easier to link to effective WBT strategies. An organization needs to know the abilities of the learners in order to have WBT that is suited for the learner that will eventually benefit the organization.

What are the Delivery Methods of Web-Based Training?

The delivery methods for WBT are categorized into two main areas called synchronous and asynchronous. Within each type of category, many different types of learning content can be created.

Synchronous

Figure 3. Synchronous picture obtained from The University of Sydney Australia website at
http://www.arch.usyd.edu.au/kcdc/journal/vol1/dcnet/stream2/paper8/

Synchronous designed training is real-time or live learning. The learner has instant access to the activity in the learning course.

Asynchronous

Figure 4. Asynchronous picture obtained from The University of Sydney Australia website at

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

Asynchronous designed training can be performed at anytime the learner wants to access

the training.

Blended Synchronous and Asynchronous Learning
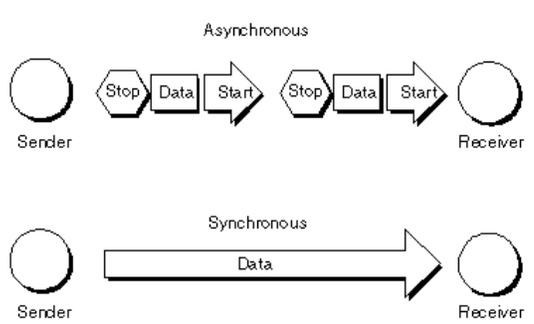
Figure 5. Synchronous, and Asynchronous picture obtained from Webopedia.com website at

http://www.webopedia.com/TERM/A/asynchronous.html

While learning designs can be considered either synchronous or asynchronous, training

modules are not always just one or the other. Many times the training created is blended with

both types.

How do you Choose a Web-Based Training Solution?

WBT solutions are a big step for an organization to make and it is often just as big a

decision as choosing the Enterprise Architecture (EA). An organization's WBT solution can

include everything from the software needed to create the solution to a Learning Content

Management System (LCMS) that organizes the complete training system.

Learning Management System (LMS)

Figure 6. Learning Management System picture obtained from elearningpost.com website at

http://www.elearningpost.com/features/archives/001022.asp

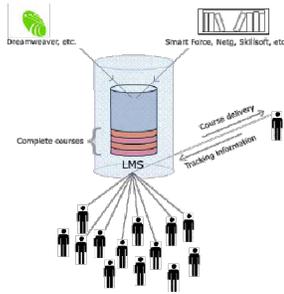Learning Management systems help an organization to manage and administrate the learning

system. The LMS can help an organization with not only WBT systems, but also all training the

organization delivers to the learners. Before an organization can pick a LMS, they need to do the

needs analysis discussed previously in the paper.

Learning Portals (LP)
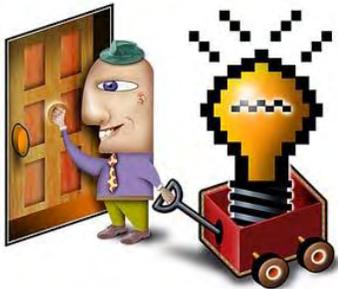
Figure 7. Learning Portal picture obtained from Learningcircuits.com website at

http://www.learningcircuits.com/may2000/barron.html

Many organizations want to get on the portal bandwagon, be it an e-business portal or a

Learning Portal. There is not a real good definition in the learning industry for what a Learning

Portal is or what it does ideally. The Learning Portal is a single area online that provides data

from systems throughout the organization and beyond. This gives an advantage to those

organizations that are spread over large distances a way to disseminate information in one place

to all learners.

Learning Content Management Systems (LCMS)

Figure 8. Learning Content Management System picture obtained from elearningpost.com website at http://www.elearningpost.com/features/archives/001022.asp

A LCMS puts everything all together for an organization—content, management, and much more. A LCMS is a system (mostly web-based) that is used to author, approve, publish, and manage learning content (more specifically referred to as learning objects, which are a stand alone chunks of learning that contains content and assessmen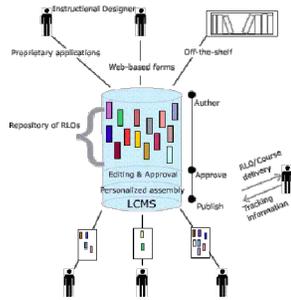t based on specific learning objectives and that has descriptive metadata wrapped around it.). Organizations are more likely to share information with strategic partners now than in the past. LCMS can benefit the organization in the following ways:

1. **Learning in context** – content presented reflects the individual's needs and the organizations objectives.

2. **Keeping tacit knowledge from walking out the door** – the learning objects contain information that helps other workers to know what previous workers did in their learning objects.

3. **Using one application to educate disparate audiences** – learning objects can be used in different areas, so they are reusable and sharable.

4. **Future-proofing an organization's content** – content is separate from the presentation layer allowing for easy update by non-programmers.

5. **Increasing organizational expertise and performance through massive content conversion** – can use existing content from legacy systems, which save time of rewriting content.

6. **Ensuring consistency of learning in a global enterprise** – the learning object repository ensures consistent spreading of learning messages.

Best-In-Class Resources for Web-Based Training

When you are trying to track down information resources on WBT, keep in mind that people refer to it using many different terms and phrases. If you want to research WBT, you will want to also search on these similar or related keywords:

- Web-Based Training or WBT
- eLearning
- Training
- LMS
- LCMS
- Learning Portal
- Learning Object
- Synchronous
- Asynchronous
- Blended Learning
- Online Learning
- Distance Learning
- Computer Based Training
- Internet Based Training

Books

E-learning Tools and Technologies: A consumer's guide for trainers, teachers, educators, and instructional designers. William Horton and Katherine Horton. *John Wiley & Sons; 1st edition*. ISBN: 0471444588. 592 pages. January 10, 2003.

A comprehensive guide to help you cut through the hype in order to select the best E-Learning tools and vendors for your specific needs. With its ability to both reduce operating costs and train more people, E-Learning is an attractive option for companies that are trying to balance business and educational goals. However, in order to implement an E-Learning program, you will have to wade through hundreds of learning management systems, learning content management systems, authoring schools, and collaboration environments to determine what solution will work best for your situation.

Designing Web-Based Training. William Horton. *John Wiley & Sons, Inc., New York.* ISBN: 047135614X. 640 pages. February 9, 2000.

The surge in the number of online training sites has created an unprecedented demand for experts who know all aspects of Web-based training (WBT) site design. Written by bestselling author William Horton, this book provides the hands-on and practical guidance that trainers demand. Packed with over 100 examples, this well-illustrated guide walks you through every phase of designing WBT, from analyzing your course requirements and assessing the needs of potential students to designing a course for a global audience.

e-Learning and the Science of Instruction: Proven Guidelines for Consumers and Designers of Multimedia Learning. Ruth Colvin Clark, Richard E. Mayer. *Pfeiffer*. ISBN: 336 pages. October 18, 2002.

In e-Learning and the Science of Instruction authors Ruth Colvin Clark and Richard E. Mayer— internationally recognized experts in the field of e-learning— offer essential information and guidelines for selecting, designing, and developing e-learning courses that build knowledge and skills for workers learning in corporate, government, and academic settings.

Michael Allen's Guide to E-Learning. Michael Allen. *Wiley; 1st edition*. ISBN: 0471203025. 356 pages. November 27, 2002.

As an international speaker and consultant to virtually every business sector over his more than thirty-five years of research and development in technology-based instruction, Michael Allen now speaks out about his frustrations with e-learning and brings fundamental issues to light. He shares specific, commonsense guidelines that reliably produce effective and practical learning solutions. From his pioneering work on learning management systems, to authoring systems, and now on instructional design, experts and buyers alike follow his leadership and respect his opinion.

Technology-Based Training: The Art and Science of Design, Development, and Delivery. Kevin Kruse, Jason Keil. *Jossey-Bass Publishers.* ISBN: 0787946265. 416 pages. February 18, 2000.

Technology-Based Training is the first comprehensive overview and planning guide to

the new world of distance learning. The accompanying CD-ROM and related web site (http://www.TBTsupersite.com) are packed with useful tools and links to technology-based resources to keep you up-to-date on all the latest developments in the field. Based on sound instructional system design principles and the latest technological advances, this book is filled with real-world examples and case studies so that you can see the principles in action.

Simulations and the Future of Learning: An Innovative (and Perhaps Revolutionary) Approach to e-Learning. Clark Aldrich. *Pfeiffer*. ISBN: 0787969621. 304 pages. September 5, 2003.

Simulations and the Future of Learning offers trainers and educators the information and perspective they need to understand, design, build, and deploy computer simulations for this generation. Looking back on his recent first-hand experience as lead designer for an advanced leadership development simulation, author Clark Aldrich has created a detailed case study of the creation and deployment of an e-learning simulation that had the development cycle of a modern computer game. With this book Aldrich, a leader in the e-learning field, has created an intriguing roadmap for the future of learning while taking us along on an entertaining rollercoaster ride of trial and error, success and failure. Simulations and the Future of Learning outlines the design principles and critical decisions around any simulation's components— the interface, the physics and animation systems, the artificial intelligence, and sets and figures. Using this accessible resource, readers will learn how to create and evaluate successful simulations that have the following characteristics: authentic and relevant scenarios; applied pressure situations

that tap user's emotion and force them to act; a sense of unrestricted options; and replayability.

Engaging the Online Learner: Activities and Resources for Creative Instruction (Jossey-Bass Guide to Online Teaching and Learning). Rita-Marie Conrad, J. Ana Donaldson. *Jossey-Bass*. ISBN: 0787966673. 144 pages. January 9, 2004.

Engaging the Online Learners includes an innovative framework—the Phases of Engagement—that helps instructors become more involved as knowledge generators and co-facilitators of a course. The book also provides specific ideas for tested activities (collected from experienced online instructors across the nation) that can go a long way to improving online learning. Engaging the Online Learner offers the tools and information needed to:

- Convert classroom activities to an online environment and use online activities in a classroom-based course

- Assess the learning that occurs as a result of collaborative activities

- Phase-in activities that promote engagement among online learners

- Help online learners use online tools

- Build peer interaction through peer partnerships and team activities

- Create authentic activities

- Implement games and simulations

Making Sense of Online Learning: A Guide for Beginners and the Truly Skeptical. Patti

Shank, Amy Sitze. *John Wiley & Sons*. ISBN: 0787969826. 192 pages. April 2, 2004.

If you need quick, targeted baseline knowledge about using technology for teaching and

learning, Making Sense of Online Learning is for you. This practical, no-nonsense primer

will help you understand how online learning technologies work and how they fit into

your organization. You will gain a working knowledge of important topics such as

design, infrastructure, and evaluation and the confidence to make informed decisions that

will help your learners and organization thrive. Since information about online learning

changes at Internet speed, the book is supported with a dedicated Web site, (

www.learningpeaks.com/msoll/) filled with up-to-the-minute suggestions for tools and

resources.

Web-Based Training: Designing e-Learning Experiences (With CD-ROM). Margaret

Driscoll. *Pfeiffer; 2nd edition*. ISBN: 0787956198. 352 pages. April 15, 2002.

This all-new edition of Web-Based Training is filled with practical charts, tables, and

checklists that shows you how to design winning training programs for delivering

instruction on the Web. Well grounded in the time-tested principles of great instructional

design and adult education, Web-Based Training takes a step back from the whirlwind of

technical guides and offers an extensively-researched handbook. For everyone seeking to

learn more about the subject, Driscoll gives you illustrative examples from a wide range

of organizations large and small and the book's CD-ROM contains a strategic

presentation with eighty slides and has helpful links to the World Wide Web.

Macromedia MX eLearning: Advanced Training from the Source. Jeffrey Bardzell.

Macromedia Press, Berkeley, CA. ISBN: 0-201-79536-1. 488 pages. August 22, 2002.

Using project-based lessons, e-learning specialist and veteran author Jeffrey Bardzell

takes you through the paces of these solutions, demonstrating how you can use them to

create e-learning applications for both academic and corporate environments. Moving at

your own pace, you will learn by doing through the tutorials and hands-on instructions

that have become the hallmark of this popular series. By the time you reach the end of

this volume, you will have built four e-learning projects: one in Dreamweaver, two in

Flash, and one that uses ColdFusion, Dreamweaver, and Flash to create a front-end for a

complete ColdFusion-driven Web application. In the process, you will learn how to

create drag-and-drop interactivity, fill-in-the-blank dynamic text, hotspots, and a host of

other useful e-learning features, including how to track scores and provide on-the-fly user

feedback by connecting to a database through ColdFusion. Whether you are a corporate

or government trainer or an educator grappling with the challenges of distance learning,

you will find what you need to provide the training your people require

E-Learning: Strategies for Delivering Knowledge in the Digital Age. Marc J. Rosenberg.

McGraw-Hill Professional Publishing. ISBN: 0071362681. 344 pages. October 2000.

Internet and intranet technologies offer tremendous opportunities to bring learning into

the mainstream of business. E-Learning outlines how to develop an organization-wide

learning strategy based on cutting-edge technologies and explains the dramatic strategic,

organizational, and technology issues involved.

Written for professionals responsible for leading the revolution in workplace learning, E-Learning takes a broad, strategic perspective on corporate learning. This wake-up call for executives everywhere discusses:

- Requirements for building a viable e-learning strategy

- How online learning will change the nature of training organizations

- Knowledge management and other new forms of e-learning

Magazines / Newsletters / Whitepapers

Learning & Training Innovations Online Magazine
http://www.ltimagazine.com/ltimagazine/
LTImagazine.com provides 'breaking' news, real-world case studies, research reports, in-depth technology articles, and expert columns, and to connect with your peers. You can count on LTImagazine.com to provide the information you need for learning and training success.

ASTD Training & Development Magazine
http://www.astd.org/astd/publications/td_magazine
For 56 years, the award-winning T+D magazine has heralded and even led the evolution of the profession from training and development to workplace learning and performance—with the purpose to deliver to its readers the emerging trends and proven best practices.

Chief Learning Officer Magazine
http://www.clomedia.com/default.asp
Chief Learning Officer magazine focuses on solutions for enterprise productivity in the enterprise learning market. Named Best New Publication of 2002 by the American Society of Business Publication Editors, Chief Learning Officer features top experts in the corporate training industry writing to executives and officers about the importance, benefits and advancements of a properly trained workforce. Chief Learning Officer has its own family of supporting publications, including the CLOmedia.com Web site and the Chief Learning Officer Executive Briefings electronic newsletter.

Learning in the New Economy e-Magazine (LiNE Zine)
http://www.linezine.com/
Learning in the New Economy e-Magazine (LiNE Zine) is an editorially independent publication introducing the best thinking on learning, performance, knowledge, and human capital in the New Economy.

Trainingmag.com e-Magazine
http://www.trainingmag.com/training/subscriptions.jsp
Training magazine delves into training, management and HR issues including leadership and succession planning, recruitment and retention, learning theory and aligning core competencies. Training's hallmark of providing objective, issue-oriented coverage each month is unparalleled and complemented by the most widely used authoritative annual research projects, including the annual Industry Report, Training Top 100, Salary Survey and Leadership Development Survey.

Using the Web for Interactive Teaching and Learning: The Imperative for the New Millennium – Whitepaper
http://www.macromedia.com/resources/elearning/whitepapers.html
If you are an educator interested in the issues around using technology to improve learning outcomes, this white paper is for you. The paper reviews key trends in learning theory, research on learning styles, and use of computer-aided instruction. It also discusses best practices for implementing online and distance learning.

Using the Web to Train Knowledge Workers: The Imperative for the New Millennium - Whitepaper
http://www.macromedia.com/resources/elearning/whitepapers.html
If you deal with technology and training in corporations, you will benefit from this white paper. The paper summarizes key trends and issues in the corporate training market and goes on to review the changing roles of knowledge workers. Next, the paper describes the key role of technology in helping companies train their knowledge workers. The paper also details research in learning theory and successful interactive learning models.

Best Practices for Web Accessibility Design and Implementation- Whitepaper
http://download.macromedia.com/pub/solutions/downloads/accessibility/best_practices.pdf
Written by Dr. Alan Foley of North Carolina State University and Bob Regan of Macromedia, this document outlines a process-based approach to implementing accessibility design.

Getting Started with eLearning Standards - Whitepaper
http://www.macromedia.com/resources/elearning/whitepapers.html
Online learning standards can be complicated. This primer will help you identify and implement the key capabilities of each standards body and their respective specifications. With this understanding, you will be better equipped to improve your online learning development and delivery. Experienced and novice developers alike will benefit from these guidelines.

LCMS = LMS + CMS [RLOs] - Article
http://www.elearningpost.com/features/archives/001022.asp
Article that concludes that the LCMS and the RLO present the next wave of LMSs. In this wave, organizations will have greater control over their instructional content, resulting in better customization of their learning programs. For the learners and the instructional designers, this would result in a stronger collaborative relationship aimed at increasing organizational performance.

Learning Management and Portals – Whitepaper (You need to register to be able to download this paper)
http://www.elearnity.com/
The aim of this white paper is to help define and develop the discussion concerning the purpose and functionality of technology to perform this role. These are commonly referred to as Learning Management Systems (LMS) and learning portals. As well as discussing the role and functionality, the document also seeks to present a framework and strategy for implementing such facilities within a large organization. Although the document is primarily targeted at corporations, we expect that many of the issues and recommendations will be directly applicable to a non-corporate audience including public sector and academia.

eLearning the Future of Learning – Whitepaper
http://www.llmagazine.com/e_learn/resources/pdfs/Thefutureofelearning.pdf
The aim of this paper is to talk about how the future of eLearning is not just in technology, but also in the potential to integrate the following several key areas:
1. Knowledge Management of intellectual capital
2. eLearning to develop this capital
3. Web enabled electronic performance support systems to use this capital more productively

Organizations / Associations

The eLearning Guild
http://www.elearningguild.com/
The eLearning Guild is a Community of Practice for designers, developers, and managers of eLearning. Through this member driven community we provide high-quality learning opportunities, networking services, resources, and publications. Community members represent a diverse group of instructional designers, content developers, web developers, project managers, contractors, consultants, and managers and directors of training and learning services who work in corporate, government, and academic organizations. All members share a common interest in e-Learning design, development, and management.

ISPI (International Society for Performance Improvement)
http://www.ispi.org/
Founded in 1962, the International Society for Performance Improvement (ISPI) is the leading international association dedicated to improving productivity and performance in the workplace. ISPI represents more than 10,000 international and chapter members throughout the United States, Canada, and 40 other countries. ISPI's mission is to develop and recognize the proficiency of our members and advocate the use of Human Performance Technology. Assembling an Annual Conference & Expo and other educational events like the Institute, publishing books and periodicals, and supporting research are some of the ways ISPI works toward achieving this mission.

ASTD (American Society of Training Directors)
http://www.astd.org/astd
ASTD is a leading association of workplace learning and performance professionals, forming an excellent community of practice. ASTD's 70,000 members and associates come from more than 100 countries and thousands of organizations--multinational corporations, medium-sized and small businesses, government, academia, consulting firms, and product and service suppliers.

VNU Learning
http://www.vnulearning.com/
VNU Business Media's excellent events, publications and resources focus on job-related, employer-sponsored training and education in the working world – from the latest developments in training, online learning and knowledge management to the most cutting-edge tools and techniques in performance support and presentation design and delivery.

The Masie Center
http://www.masie.com/masie/default.cfm?page=default
The MASIE Center is an international e-lab and Think Tank located in Saratoga Springs, NY. The Center is dedicated to exploring the intersection of learning and technology.

Conferences

ISPI
http://performance.ispi.org/source/meetings/meetingshome.cfm?section=events
ISPI offers various events and conferences on training, and networking. Check web site for details.

VNU Learning
http://www.vnulearning.com/ourevents.htm
VNU offers various events and conferences on training. Check web site for details.

ASTD
http://www.astd.org/astd/conferences/about_conferences
ASTD offers various events and conferences on training. Check web site for details.

eLearning Guild
http://www.elearningguild.com/pbuild/linkbuilder.cfm?selection=fol.7
eLearning Guild offers various events and conferences on training. Check web site for details.

Online Resources

General Online Resources

Macromedia DevNet
http://www.macromedia.com/devnet/
Macromedia DevNet is an area for macromedia developers to get and share information about Macromedia products. The website includes areas for online forums, white papers, tutorials, exchange centers, newsletters, MX Developer's Journal, training & certification, Affiliate program and User groups.

LearningCircuits.org
http://www.learningcircuits.org/
ASTD launched Learning Circuits in January 2000. Its goal was to promote and aid the use of elearning, creating a body of knowledge about how to use technology efficiently and effectively for learning. It delivers a fully interactive Website with discussions, demos and resources, and articles on a weekly basis. A bi-weekly opt-in email newsletter, LC Express, sends news, teasers, and links to subscribers. There are nearly 500 articles currently on the Website.

WBT Systems
http://www.wbtsystems.com/
WBT Systems is one of the leading providers of intelligent learning solutions across the globe. Its solutions help organizations to address the business issues that are imperative to success in an increasingly competitive world. Best of breed solutions include mitigating risk and reducing costs by implementing advanced, robust training and compliance tracking solutions and driving top-line performance through enabling sales and customer services channels. Today WBT has over two million licensed users in over 600 organizations worldwide.

Elearningpost.com
http://www.elearningpost.com/index.asp
elearningpost is an intelligent digest of daily links to articles and news stories about Corporate Learning, Community Building, Instructional Design, Knowledge Management, Personalization and more. Besides the daily links, elearningpost brings out feature articles and related special reports on the above topics. elearningpost's mission is to provide quality e-learning content that attracts a diverse and emerging audience.

Productview.com
http://www.productview.com/index-files4/index.html
ProductView.com is an education website owned and operated by Training FACTORe, Inc. (pronounced "training factory"). Training FACTORe was founded in November of 2000 by Andrew Burke, a 5 year veteran of PTC's Global Services Organization. During those years, Andrew held positions of increasing responsibility as an Education Specialists, Senior Education Specialists, and Consultant and as Manager of Custom Courseware Development.

ASCE.org
http://www.aace.org/
The Association (founded in 1981) is an international, educational and professional not-for profit organization dedicated to the advancement of the knowledge, theory, and quality of learning and teaching at all levels with information technology.

eLearnity Ltd.
http://www.elearnity.com/
eLearnity is Europe's leading independent experts on e-learning. Founded in 1996 by leading market commentator David Wilson, eLearnity has developed a strong reputation for independent advice and insight into the e-learning market place.

WBTIC
http://www.webbasedtraining.com/home.aspx
WBTIC is a free information resource for anyone interested in developing and delivering online learning. Here you will find articles about Web-based training and industry trends. You can participate in surveys and you can find links to other valuable resources.

Brandon-hall.com
http://www.brandonhall.com/public/glossary/
Since 1993, we have provided independent, objective information about using technology for learning to help you make the right decisions for your organization. We keep you well-informed on trends, best practices, tools and vendors, without bias.

Online Blogs / Listservs / Forums / Newsgroups

Emergent Learning Forum
http://emergentlearningforum.com/forum/index.php
e-mail address: go to website above to subscribe;
to join: see instructions at web site

Online Facilitation
http://groups.yahoo.com/group/onlinefacilitation/
e-mail address: go to website above to subscribe;
to join: see instructions at web site

trdev • Training & Development Discussion Group
http://finance.groups.yahoo.com/group/trdev/
e-mail address: go to website above to subscribe;
to join: see instructions at web site

WBT/Online Learning Listserv (WBTOLL-L)
http://www.trainingplace.com/source/thelist.html
e-mail address: go to website above to subscribe;
to join: see instructions at web site

Online Glossaries

WBTIC
http://www.webbasedtraining.com/primer_glossary.aspx
Glossary of Online Learning Terms

Brandon-hall.com
http://www.brandonhall.com/public/glossary/
Glossary of Online Learning Terms

LearningCircuits.org
http://www.learningcircuits.org/glossary.html
Glossary of Online Learning Terms

eLearningGuru.com
http://www.e-learningguru.com/gloss.htm
Kevin Kruse the founder of e-LearningGuru.com started this site as a way to offer the e-learning community practical information in a plain-language format. This site is jam packed with "how to" articles, templates and calculators in the tool box, dozens of white papers, time saving book summaries and links to the best sites on the net.

Companies Recognized for Outstanding Web-Based Training Programs

The following companies either have received awards for outstanding Web-Based Training programs or have been featured in case studies describing best-in-class Web-Based Training programs. There are, of course, many other organizations that have excellent Web-Based Training programs, so this list should be considered simply a starting point for studying successful Web-Based Training programs.

- IBM

  http://www.developer.ibm.com/welcome/vic.html

- Knowledge Anywhere

  http://www.knowledgeanywhere.com/news_pr.cfm?intPressRelId=109

- Allen Communication

  http://www.allencomm.com/Press_Releases.aspx

- American Systems Corporation (ASC)

  http://www.2asc.com/News.aspx?NewsID=20

- Thomas NETg

  http://www.knowledgenet.com/newsroom/pressreleases/press_041003.jsp

- Winners of the 2004 Brandon Hall Excellence in Learning Awards

  http://www.brandonhall.com/public/awards2004/

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