E-Learning Trends and Overview for Corporate Training Environments

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The Ten Forces that Flattened the Learning World

1. Tools for Searching/Finding Media and Information Resources
2. Availability of Quality Online and Blended Learning Environments
3. Free and Open Source Software for Learning
4. Open CourseWare (free content)
5. Online Learning Object Repositories and Portals (shared content)
6. Virtual Collaboration Software (synchronous and asynchronous)
7. Online Massive Gaming, Simulations, and Virtual Worlds (e.g., Second Life)
8. Learning Mobility and Portability (low-cost mobile devices + wireless communication, podcasts)
9. Personalized Learning Tools (blogs, MySpace, Flickr, and RSS)
10. Open Information Communities (Wikipedia, Slashdot, Digg)

Types of Interactions Possible?

1. Learner-Instructor
2. Learner-Learner
3. Learner-Content

4a. Learner-Self: highlighted the importance of 'self talking', or internal dialogue when engaging with learning materials (Soo & Bonk, 1998)
4b. Learner-Interface: The learner’s ability to use the communication medium facilitating the online course (Hillman, Willis, & Gunawardena, 1994)

Harvey Singh (2006)

Defense Acquisition University
Shaping a Culture of Career-Long Learning
(lower costs and more learners!)
Specific Learning Elements
An Learning Ecology from Sun Microsystems
(Wenger & Ferguson, 2006)

1. Google Print Project

The complete plays of Shakespeare, now at your fingertips.

2. Blending Online and F2F Instruction

- "Blended learning refers to events that combine aspects of online and face-to-face instruction" (Rooney, 2003, p. 26; Ward & LaBranche, 2003, p. 22)

AMA Special Report, Effectively Implementing a Blended Learning Approach
(Steven Shaw & Nicholas Ignati, 2006)

The IBM Four Tier Learning Model (2006)
Blending Learning for Business Impact - IBM's case for learning success, 2006 Handbook of Blended Learning, Nancy Lewis, VP, & Peter Orton, IBM
Blended Learning Scenario
(copyright Microsoft, Ziob & Mosher, 2006; Handbook of Blended Learning Environments)

<table>
<thead>
<tr>
<th>Day 1</th>
<th>Day 2</th>
<th>Day 3</th>
<th>Day 4</th>
<th>Day 5</th>
<th>Total Notes</th>
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<tbody>
<tr>
<td>Self-study prep</td>
<td>In classroom</td>
<td>Virtual class</td>
<td>e-Learning</td>
<td>Virtual class</td>
<td>In classroom</td>
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E-Learning Contracts:
Meaningfulness
Shell Oil: Workflow Learning

- In this context, authentic work-based activities are learning activities that are anchored in workplace practice and that are focused on developing the participants' ability to solve problems in their everyday professional job roles (Merrill, 2002).

3. Open Source Tools

4. Open CourseWare

IHRC Certificate programs are all Blended Learning, a combination of e-Learning; mentor assisted learning; Practical Assignments (On the Job) and Peer Review quality written paper exercise.
7. Online Gaming, Simulations, and Virtual Worlds
CNEW, News.com, Nov. 14, 2006

Massive Multiplayer Online Gaming (MMOG)

Games and Simulations
e.g., Online Jeopardy Game
Thiaoi.com

Hands-on Online Simulations (e.g., Financial Accounting; from the University of Calgary)

Business Class Simulated Boardroom Chat
eCollege Wales, Univ. of Glamorgan

Community of Learners: Medical and Business Cases Online (cases community)
http://optionstraining.org/login
Educational Simulations

Real World Problems (PBL online):
Real-time Cases

Video Scenario Learning
(Option 6, Bloomington, IN; Allen Interactions)

Management 101
Krispy Kreme Assistant Mgr. Training (Option Six)
- ILT (fundamentals) -> WBT/OJT (performance) -> ILT (reinforcing performance) & Performance Support

Self-Directed Learning
Autonomy: Choice:

Interactive Online Stories & Flash Animation Cases
8. Mobile Learning and Portability

Electronic Books
(e.g., The Sony Reader)

Skype: Online Phone Calls

Podcasting, Webcasting, and Coursecasting
(Adam Curry; www.dailysourcecode.com)

Language Learning Online
(e.g., ChinesePod—learn Mandarin)

Options: Watch, Listen, or Read
Learning TRENDS by Elliott Masie - September 18, 2006.
#402 - Updates on Learning, Business & Technology.
http://www.masie.com
9. Personalized Learning Tools (e.g., Business Blogs)

Blogs put businesses on Web search map

Dr. Jim Hopkins, USA TODAY

10. Open Information Communities (i.e., Learner Generated Learning)

YouTube co-founders Chad Hurley and Steven Chen

Vlogging (Video Blogging)

e.g., Andy Calvin's Waste of Bandwidth

Social Networking Software (Web 2.0)

Corporate Social Networking

Wikipedia: Participatory Learning
Exploration and Demonstration: Virtual Fieldtrip and Tours

The Learning World is really flat!