

## E-Learning Trends and Overview for Corporate Training Environments

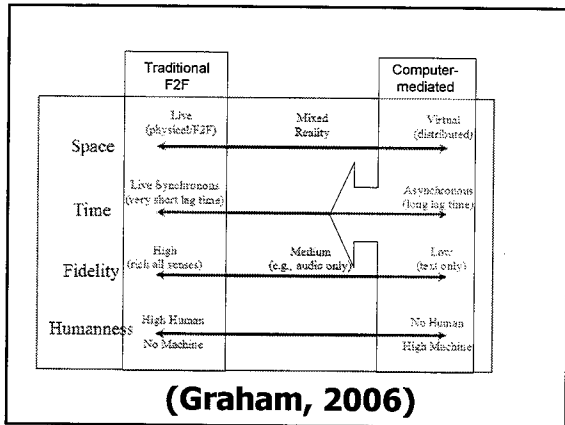
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## The Ten Forces that Flattened the Learning World



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?

(Moore, M. G. (1989). Editorial: Three types of interaction. *American Journal of Distance Education*, 3 (2), 1-7.)

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



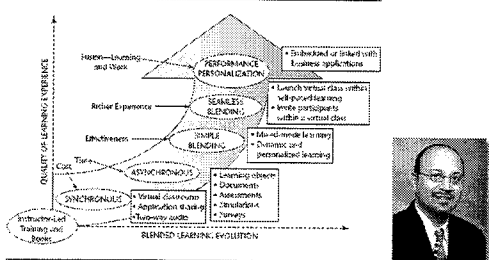
- 4a. Learner-Self: highlighted the importance of 'self talking', or internal dialogue when engaging with learning materials (Soo & Bonk, 1998)
- 4b. Learner-Interface: The learner's ability to use the communication medium facilitating the online course (Hillman, Willis, & Gunawardena, 1994)

## Harvey Singh (2006)

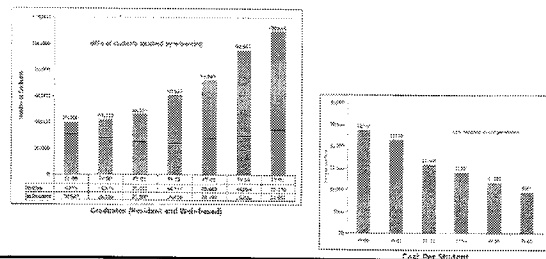
Blending Learning and Work

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FIGURE 34.1. PAST, PRESENT, AND FUTURE OF BLENDED LEARNING.



## Defense Acquisition University Shaping a Culture of Career-Long Learning (lower costs and more learners!)

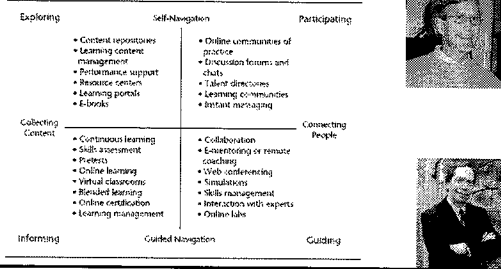


## Specific Learning Elements An Learning Ecology from Sun Microsystems (Wenger & Ferguson, 2006)

A Learning Ecology Model for Blended Learning

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FIGURE 6.6. SPECIFIC KNOWLEDGE SERVICES.



## 1. Google Print Project



The complete plays of Shakespeare. Now at your fingertips.

In Shakespeare's day, gaining greater access to his plays meant taking it out with the other "reading" for the best view of the stage. It took centuries for the modern printing press to bring plays like *Hamlet* to people all around the world — and for the BBC to become one of the most quoted writers in history.

Now Shakespeare's works are even more accessible. Search within *Project Gutenberg* to read the text of his famous plays. Find out who called the word "banquet" into being. Discover through a familiar play — or follow your curiosity to discover a new one. And if you don't see what you're looking for, our "Advanced Search" will show you every mention in *Google Books Search*, many of which are available for purchase.

Comedy Tragedy Romance History

**The Comedy of Errors**  
There is a new theatrical production of *The Comedy of Errors* in London. It is a play that has been performed for over 400 years. The play is a comedy of errors.

**Love's Labor's Lost**  
This play is a comedy of errors. It is a play that has been performed for over 400 years. The play is a comedy of errors.

**Much Ado About Nothing**  
This is a comedy of errors. It is a play that has been performed for over 400 years. The play is a comedy of errors.

**The Merry Wives of Windsor**  
This is a comedy of errors. It is a play that has been performed for over 400 years. The play is a comedy of errors.

Shakespeare in the Public

**PUBLIC**

Google Books Search is a free service that allows you to search for books in the public domain. You can find books from many different publishers and authors.

Take a Library Trip



Download Google Books to your computer. You can read books offline and share them with others.

## BBC's download plans get backing, BBC News, January 31, 2007



The BBC's plans will allow viewers to download shows like *Doctor Who*



Programmes like *Planet Earth* could be available for longer

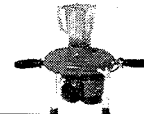


1.4m people downloaded Beethoven's symphonies from the

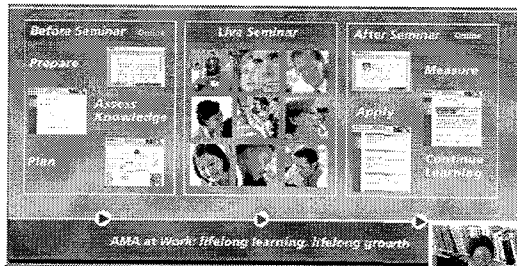


## 2. Blending Online and F2F Instruction

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

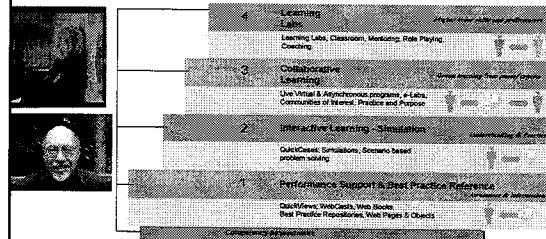


## AMA Special Report, Effectively Implementing a Blended Learning Approach (Steven Shaw & Nicholas Igneri, 2006)




Source: American Management Association, AMA at Work

## 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

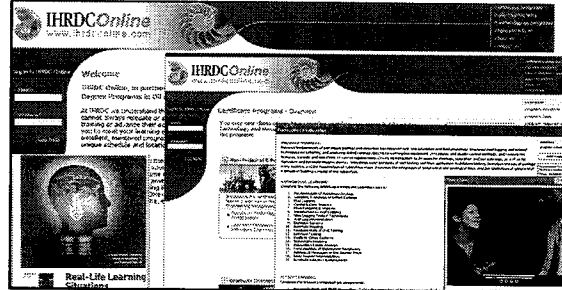


## Blended Learning Scenario

(copyright Microsoft, Ziob & Mosher, 2006;  
Handbook of Blended Learning Environments)

Pre Class	Day 1	Day 2	Day 3	Day 4	Day 5	Post Class
Self-study prep	In classroom	Virtual class	e-Learning	Virtual class	In classroom	Community newsgroups
						

IHRDC 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.



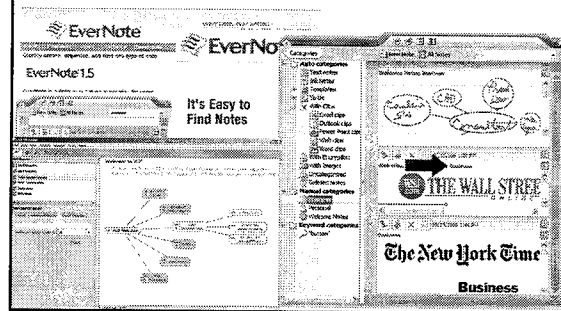
The screenshot shows the IHRDCOnline website interface. It includes a header with the logo and navigation menu, a main content area with a 'Welcome' message, and a sidebar with various links and information. The text on the page describes the program's focus on blended learning and practical assignments.

## 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).

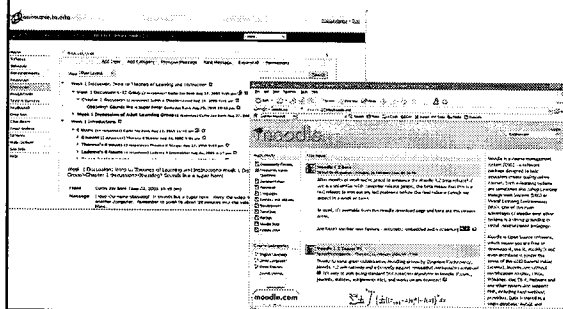


## 3. Open Source Tools



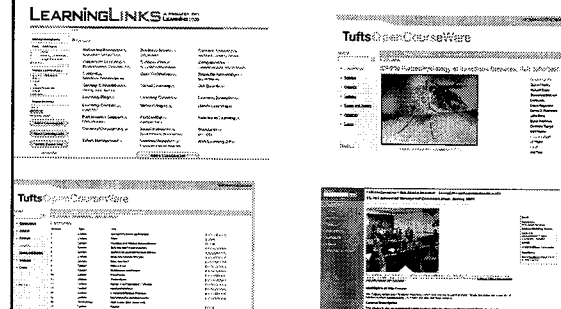
This block contains two screenshots. The left one shows the EverNote interface with a note titled 'It's Easy to Find Notes' and a mind map diagram. The right one shows a screenshot of The Wall Street Journal website, specifically the 'Business' section, with a prominent 'THE WALL STREET' logo.

## OpenSource Courseware Asynchronous Discussion



The screenshot shows a web-based discussion forum interface. It features a list of discussion topics on the left, a main content area with a selected topic, and a sidebar with navigation options. The text in the main area appears to be a discussion post or a list of questions related to the courseware.

## 4. Open CourseWare



This block contains two screenshots of Open CourseWare (OCW) websites. The left one is LearningLinks.com, showing a grid of course listings with details like course number and title. The right one is Tufts Open CourseWare, showing a similar grid of course listings and a search bar.

