

**Part I: A Survey of E-Learning in the Workplace:  
Checking the Status, Reporting the Future**

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## Literature Review

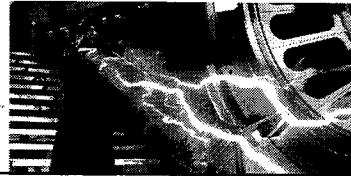
- E-learning is becoming a dominant delivery method in workplace learning settings across organizations of various sectors and of varying sizes.
- Although many organizations are recognizing the potential of e-learning to bring learning closer to employees, there appears to be some issues to be addressed in delivering e-learning.

## More Literature

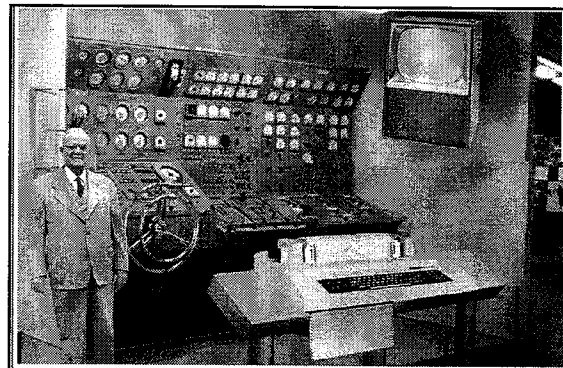
- Learners still face some barriers to e-learning, including situational, organizational, and technical ones (Mungania, 2003).
- Managers are also concerned about cost and technology requirements for implementing e-learning (Ellis, 2004).
- Moreover, there is a plethora of emerging technologies that have implications for workplace learning. (Bonk, 2004)



**Predictions are usually way too conservative...**




**Time to get a glimpse of the future.**



*Scientists from the RAND Corporation have created this model to illustrate how a "home computer" could look like in the year 2000. However, the needed technology will not be economically feasible for the average home. Also, the scientists readily admit that the computer will require user interface technology to actually work, but 20 years from now scientific progress is expected to solve these problems. With telegraph interface and the Turing language, the computer will be easy to use and only*

# Sample Myth. We can just wait it out—it will go away



### INTERNET: A HISTORY OF KEY MOMENTS

- 1974:**
  - 30 million internet users, 3,000 Web sites
  - worldwide; 99% of U.S. schools wired
  - DNS specified fully functional
  - Web grows at a 341,634% annual rate
- 1995:**
  - eBay and Yahoo founded.
  - The first macro virus is discovered in a Word document.
- 1996:**
  - The number of hot hosts exceeds 9 million.
- 1997:**
  - 77,618 Usenet newsgroups.
- 1998:**
  - Google officially opens its doors, about two years after founders Larry Page and Sergey Brin begin developing a search engine
- 1999:**
  - Online retailers register \$5.3 billion in sales.
- 2000:**
  - 304 million people have access to the Net.
- 2001:**
  - 50 million Web sites exist.
  - Osama bin Laden No. 1 searched on Google in October.
  - Apple unveils the iPod.
- 2002:**
  - Verizon launches first high-speed 3G cell network.
  - Friendster social networking site founded.
- 2003:**
  - Wal-Mart tells its suppliers to put RFID tags on all pallets by 2005.
  - Hewlett-Packard ships 1 million digital cameras each quarter, double the previous year.
- 2004:**
  - One millionth BlackBerry e-mail device sold.
  - Google indexes 4.2 billion Web pages.
  - 100 million internet users, 100 million songs downloaded from iTunes; 99% of U.S. public schools wired.

## Demand for Internet in US (Special MSNBC report, Dec 13, 2004)

**Difficulty in disconnecting**

As technology continues to influence the lives of young people, parents are choosing to unplug from the Internet and other high-tech gadgets. Others say it would be "very hard" to give up...


Percentage who say it would be "very hard" to give up...

Age Group	Very Hard	Not Very Hard
Young Tech Elite	74%	26%
Ciderhead	66%	34%
Baby Boomers	44%	56%

Other devices: Cell phone (58%), Telephone (57%), Personal digital assistant (PDA) (52%), MP3 player (50%), Digital camera (47%), Game console (45%), TV (44%), DVD player (43%), Video camera (42%), Digital camcorder (41%), MP3 player (39%), Digital camcorder (38%), Game console (37%), MP3 player (36%), Digital camcorder (35%), Game console (34%), MP3 player (33%), Digital camcorder (32%), Game console (31%), MP3 player (30%), Digital camcorder (29%), Game console (28%), MP3 player (27%), Digital camcorder (26%), Game console (25%), MP3 player (24%), Digital camcorder (23%), Game console (22%), MP3 player (21%), Digital camcorder (20%), Game console (19%), MP3 player (18%), Digital camcorder (17%), Game console (16%), MP3 player (15%), Digital camcorder (14%), Game console (13%), MP3 player (12%), Digital camcorder (11%), Game console (10%), MP3 player (9%), Digital camcorder (8%), Game console (7%), MP3 player (6%), Digital camcorder (5%), Game console (4%), MP3 player (3%), Digital camcorder (2%), Game console (1%).


## Generation Raised on the Internet Comes of Age, MSNBC, Dec., 13, 2004, Martha Irvine

- For 21-year-old William Herbert, the Internet has replaced newspapers and TV weather reports (he visits **Weather.com** every morning). He pays his bills online, registers for classes, books airline and train tickets, checks TV listings, buys movie tickets and gets travel directions.



## Indiana Univ (8 campuses): Spring 2005

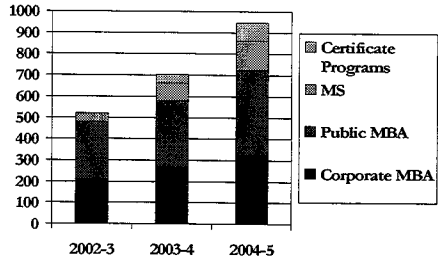
Students: 89,413 loaded; 78,549 logged in (88%)  
 Faculty: 7,014 loaded; 5,441 logged in (78%)  
 Courses: 22,419 loaded; 9,206 active (41%)




### University-Wide Oncourse Growth

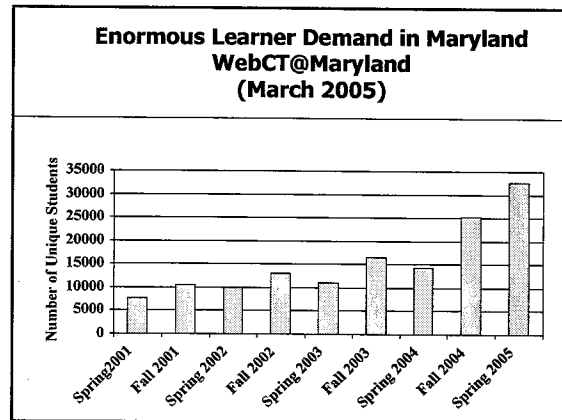
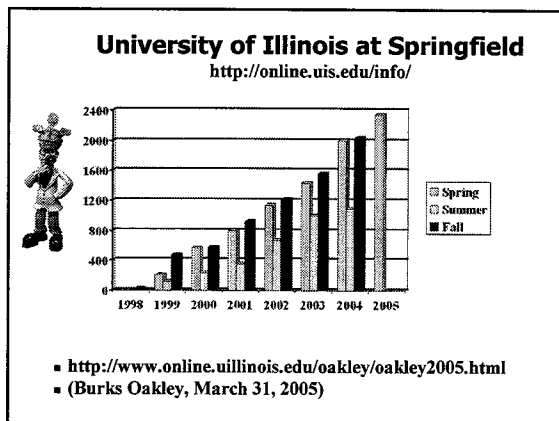
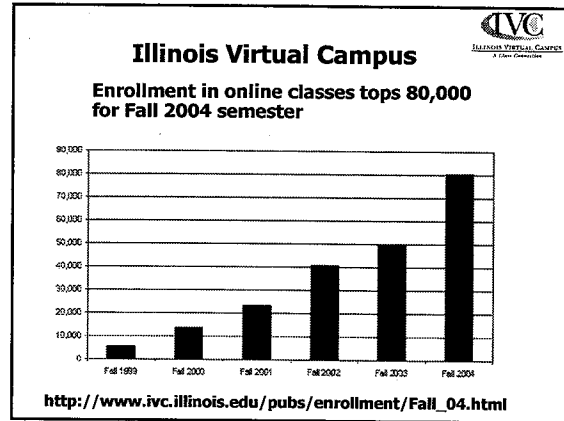
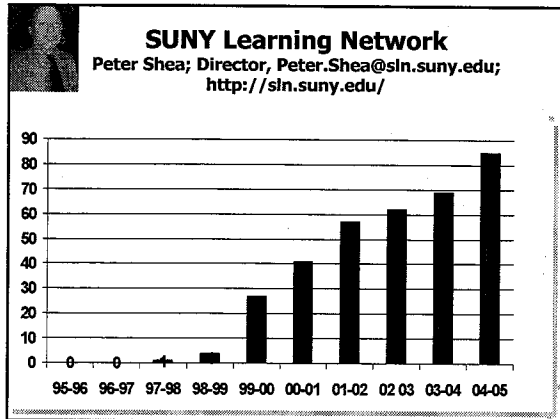
Year	Percentage
Spring 2000	15%
Fall 2000	18%
Spring 2001	22%
Fall 2001	25%
Spring 2002	28%
Fall 2002	32%
Spring 2003	35%
Fall 2003	38%
Spring 2004	42%
Fall 2004	45%
Spring 2005	48%

## Growth in Student Enrollments at KD



Year	Corporate MBA	Public MBA	MS	Certificate Programs
2002-3	500	100	100	100
2003-4	600	150	100	100
2004-5	700	200	100	100





### One Billion Online Learners?

**NEWS.COM** <http://www.news.com/>

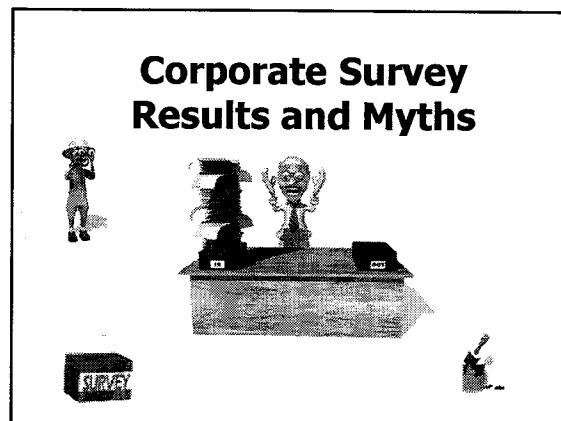
**A billion PC users on the way**

By Michael Kanellos  
 Staff Writer, CNET News.com  
<http://news.com.com/2100-1003-5730888.html>

Story last modified August 2, 2004, 4:00 AM PDT

By the end of the decade, a billion people will be clicking away at computers, but generating a profit out of newly wired portions of the world is going to take a lot of work.

The number of PC users is expected to hit or exceed 1 billion by 2010, up from around 660 million to 670 million today, fueled primarily by new adopters in developing nations such as China, Russia and India, according to analysts.



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Surveying the Online World

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### Create Survey

There are four ways to create a new survey. You will be able to add, remove or edit survey items.


- You can base your survey on one of our proven templates.
- You can start from scratch with a blank slate.
- You can base your survey on one of your previous surveys.
- You can combine survey items from different templates and your previous surveys using the Item Bank.

**SurveyShare  
Templates**




Academic, Business, Medical, Other

**Survey From  
Blank Slate**




Create Your Survey From  
A Blank Slate With Minutes

**Survey From One Of  
Your Past Surveys**



Use A Previous Survey  
Or A Shared Survey As A Template

**Survey From  
Item Bank**




Survey From  
Item Bank

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## Corporate Survey Results

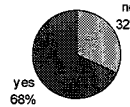
- 239 Respondents (from all industry types: communications, consulting, health, IT, manufacturing, gov't, banking, non-profit)
- January-February, 2004
  - 14% CEO/President
  - 12% consultants
  - 11% training managers/directors
  - 10% e-learning managers
  - 10% content developer/instructional designers
  - 8% corporate education manager/directors
  - 5% trainers or instructors

## 20 e-Learning Myths for Corporate Training World



## Myth 1. Corporate Executives are not really tracking e-learning

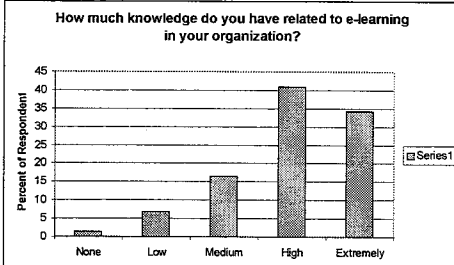
Percent of Respondents that Attended an e-Learning or Training Conference in the Past 24 Months



Response	Percentage
yes	68%
no	32%

## Knowledge of e-Learning

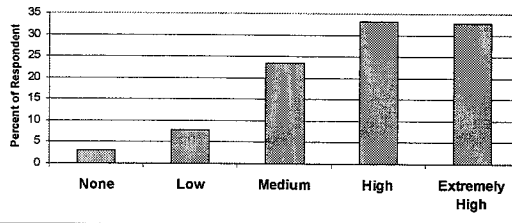
How much knowledge do you have related to e-learning in your organization?



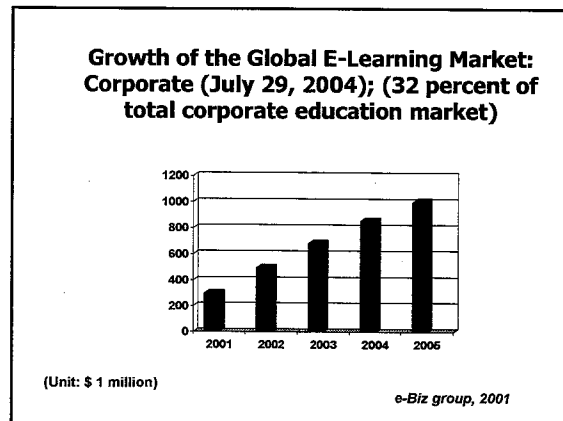
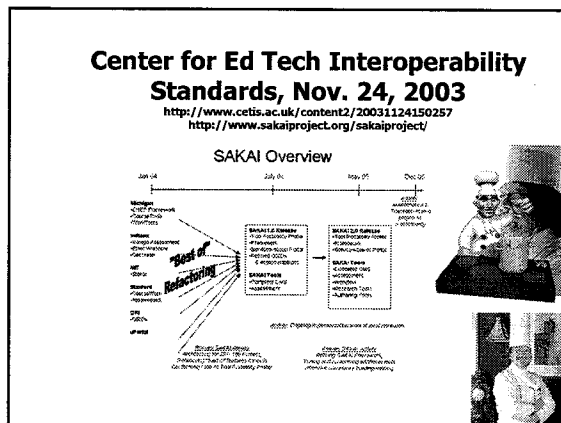
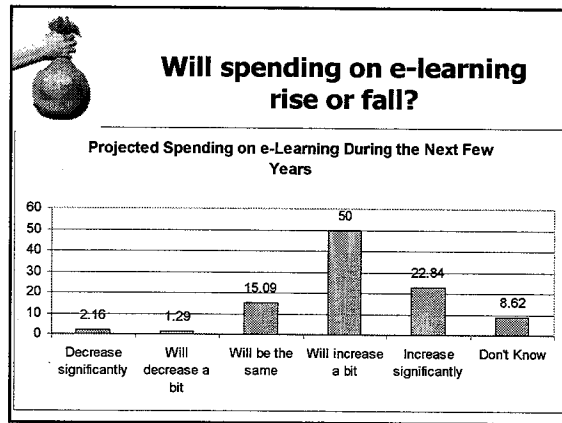
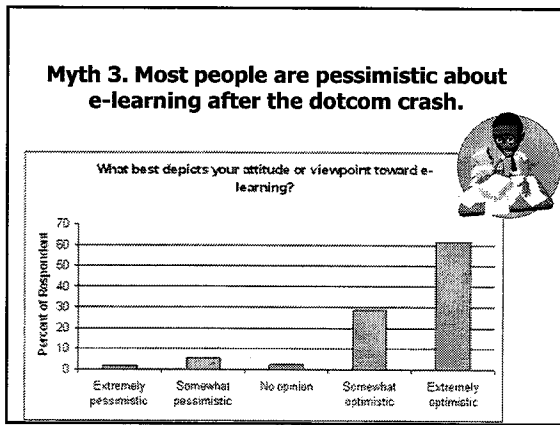
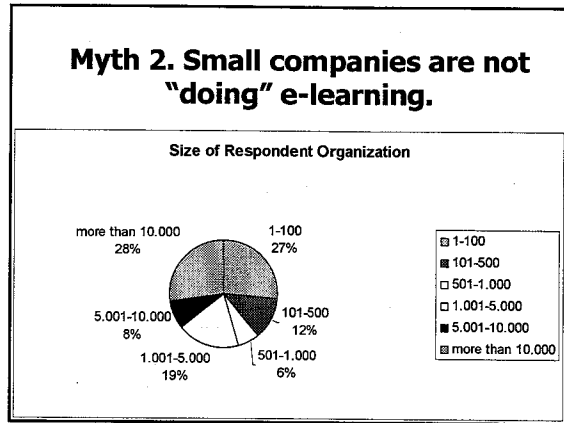
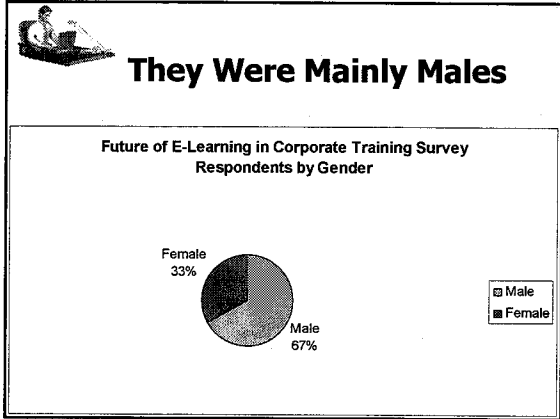
Knowledge Level	Percent of Respondent
None	~2%
Low	~8%
Medium	~18%
High	~42%
Extremely	~30%

## Influence over e-Learning

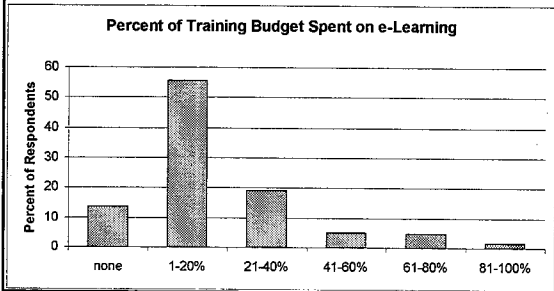
How much influence do you have on the future plans and directions for e-learning within your organization?



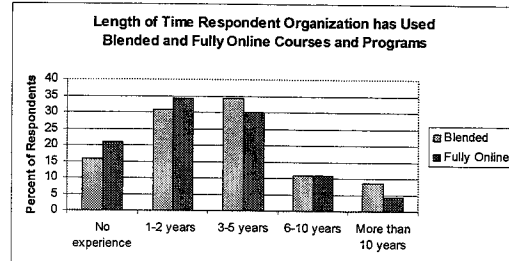
Influence Level	Percent of Respondent
None	~3%
Low	~8%
Medium	~22%
High	~32%
Extremely High	~31%



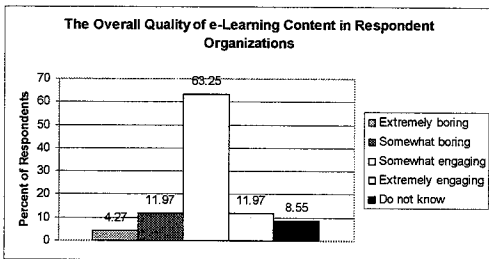
### Myth 4. All Training has moved to the Web.



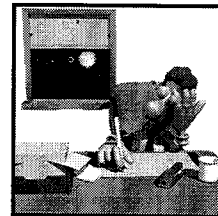
### How Long Has Their Firm Been Using Fully Blended or Fully Online Training?



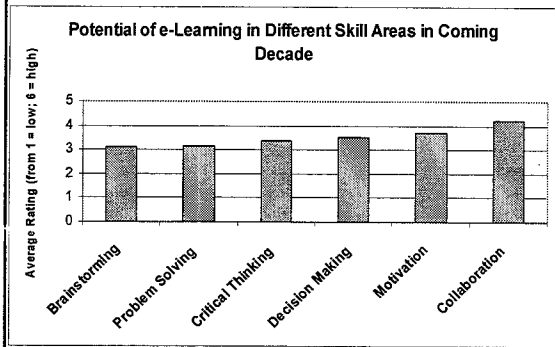
### Myth 5. E-Learning lacks interactivity. E-learning is highly interactive.



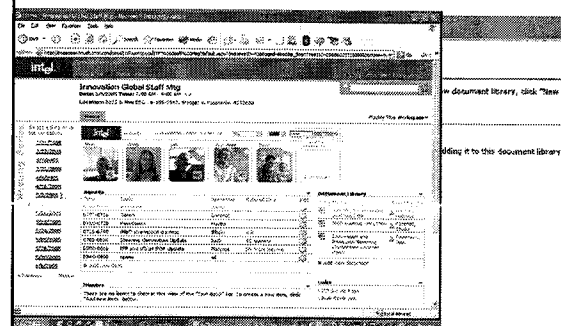
### Can I see a show of hands of who has been deeply engaged when learning online?



### Skills fostered by the Web...???



### Collaborative Tools



## Group Brainstorming and Decision Making Using GroupSystems

Which of these risks are most important to address?

Rank from 1 to 10, with 10 the highest value.

Company List (1 of 2)

3. Other companies are already successful and entrenched in the sports drink market

Secondary List (1 of 2)

1. Likelihood

Primary List

Rank	Idea	Likelihood	Impact
1	A new product line means new competitors	10	5
2	Our current customers could become confused about our focus	6	4
3	Other companies are already successful and entrenched in the market	10	5
4	Increased spending on R&D could cause a cash crunch	6	4
5	Without a creative marketing strategy, we won't succeed	6	4
6	Loss of existing market share to other soft drink companies	6	4
7	Increased sales of sports drink could cannibalize our soft drink	6	4

## Team Sharing in Angel

Bank Recommended Articles

Add Content Rearrange Settings Reports Utilities Delete

- #02-017 Tech and Mediated Learning Dec 18 01.pdf  
edit reports utilities delete
- mcloquy-quality e-learning.pdf  
edit reports utilities delete
- naming\_process\_model\_20030127submit--Graham.doc  
edit reports utilities delete
- oliver--Benchmarks and standards for online quality.pdf  
edit reports utilities delete

powered by ANGEL - a CyberLearning Lens product

## Team Collaboration Tools Documentum's, PlanView, Entopia, TeamThink (supports teams with real-time chats, whiteboards, threaded discussions, track schedules, manage resources)

documentum

Global Web Sites: Literature, Docs, Education, Consulting, Developers, Support

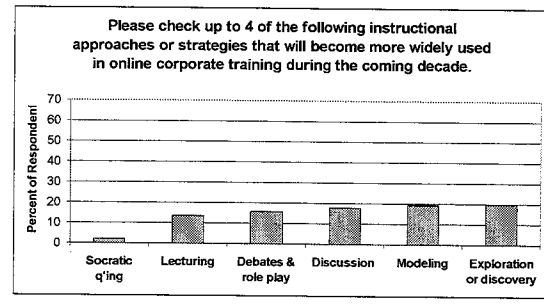
Uniting the world through co...

Documentum provides enterprise content management (ECM) e...

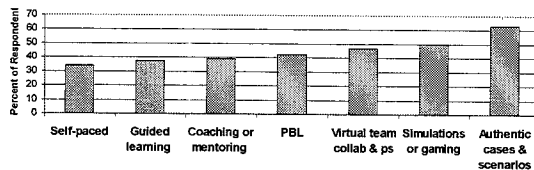
Uniting the world through co...

documentum | ePRO

## Online is not just more of the same lecturing.



Please check up to 4 of the following instructional approaches or strategies that will become more widely used in online corporate training during the coming decade.



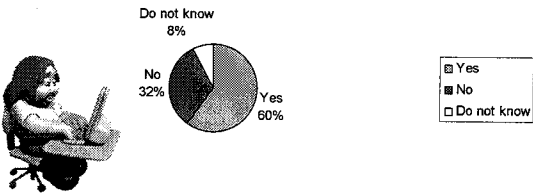
## Instructional strategies to be more widely used in the coming decade

- Authentic cases and scenario learning = 63.0
- Simulations or gaming = 50.0
- Virtual team collaboration and problem solving = 46.5
- Problem-based learning = 42.2
- Coaching or mentoring = 39.1
- Guided learning = 37.4
- Self-paced learning = 34.4



**Myth 6. There is still a wait and see attitude toward e-learning.**

Does Respondent Organization have a Strategic Plan for e-Learning



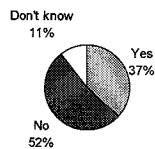
**Important to know if it is working effectively.**

Is the Strategic Plan Working Effectively?



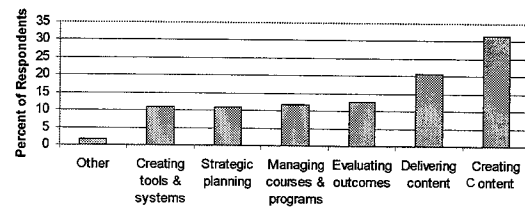
**Myth 7. e-Learning hinges on return on investment (ROI, ROI, ROI!!!).**

Does Respondent Organization Calculate Return on Investment on e-Learning



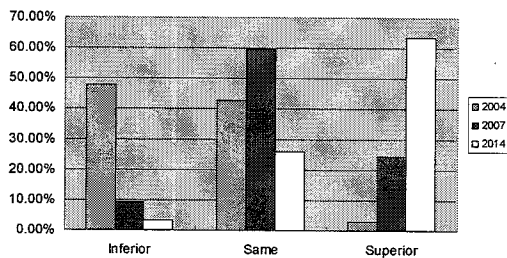
**Myth 8. There is enough content now...**

Aspect of e-Learning Respondent Organizations will Focus on in Next Few Years



**Myth 9. The content is good.**

How does e-learning compare to traditional (face-to-face) instruction in terms of course quality



**Whose Learning Is It, Anyway?** Learning & Training Innovations, Clay & Mindrum, July/August, 2003, p.33

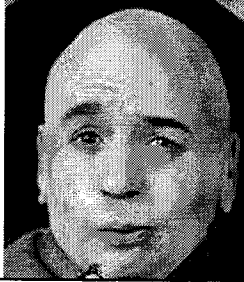
**"Companies need rich, compelling, targeted content that prompts learners to seize their responsibility to learn."**

### Brains Before and After e-Learning

Before



After



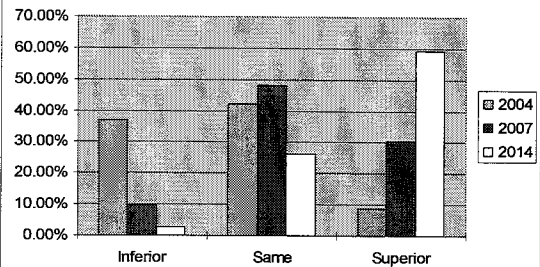
From the perspective of your organization, what is the most significant e-learning issue or problem that must be addressed during the next few years?

- Lack of standards = 1.0 percent
- Unethical vendors = 1.7
- More hype than fact = 2.6
- High costs = 6.4
- Limited bandwidth = 9.0
- Other = 9.4
- Limited organizational vision and planning = 9.9

From the perspective of your organization, what is the most significant e-learning issue or problem that must be addressed during the next few years?

- Fast changing technology = 11.2
- Insufficient management support and commitment = 12.0
- Cultural resistance = 18.0
- Poor and low quality content = 18.9

How does e-learning compare to traditional (face-to-face) instruction in terms of employee learning outcomes



Which of the following should be developed to help improve online learner success?

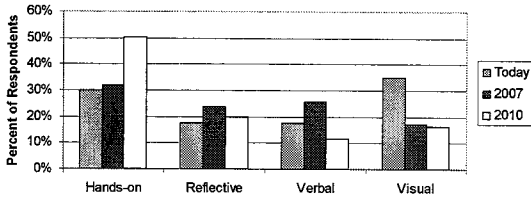
Better LMSs to track employee progress	7.9
Better orientation sessions and tutorials for e-learning	8.3
Other	8.3
Better technology training programs	14.0
Training that helps employees self-regulate learning	16.2
Clearer reward systems & incentives for completion	20.1
Better eval of employee achievement and satisfaction	25.3

How will the quality of online learning be most effectively measured during the coming decade?

- Computer log data = 23.4
- Time to competency = 26.6
- Course interactivity ratings = 28.8
- Performance in simulated tasks = 31.0
- Return on Investment (ROI) = 34.1
- Compare achievement to FTF = 35.0
- Learner satisfaction q'ers = 36.7
- Course completion rates = 41.1
- Cost-benefit analyses = 45.6
- Job performance = 69.0

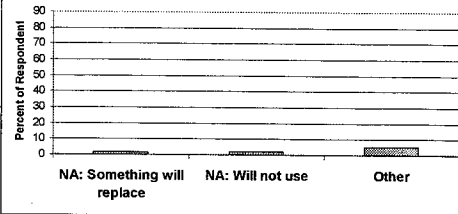
**Myth 10. The Web will become a more visual device.**

Learning Styles that e-Learning Courses Address Today and in 2007 and 2010

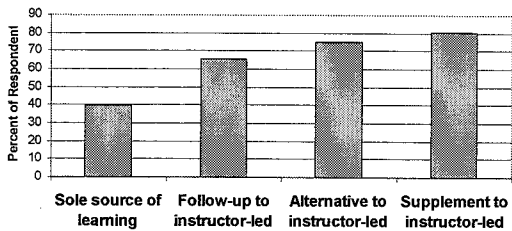


**Myth 11. Many organizations still do not use e-learning.**

How will e-learning be used in your organization in the next few years?

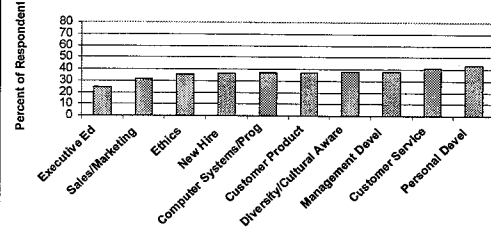


How will e-learning be used in your organization in the next few years?

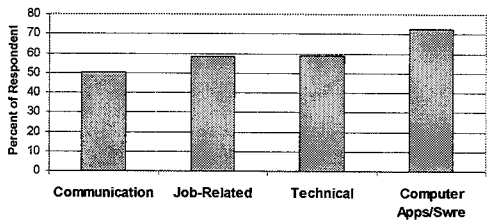


**Myth 12. Lots of Executive Education and Sales and Marketing Training Online.**

Which of the following skills are currently taught by your organization through e-learning?

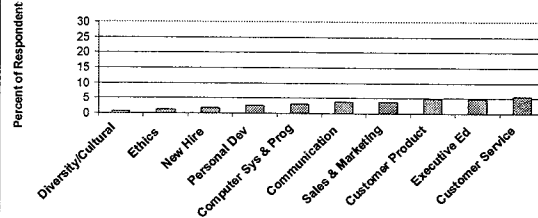


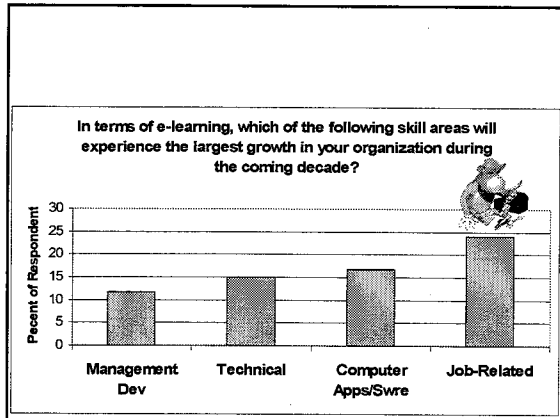
Which of the following skills are currently taught by your organization through e-learning?



**Myth 13. Corporations see diversity and cultural awareness training online as important.**

In terms of e-learning, which of the following skill areas will experience the largest growth in your organization during the coming decade?





### Myth 14. Weblogs will not have a huge impact in corporate e-learning.

### Blogs for Business (BBC News, May 21, 2004)

**BBC NEWS** WORLD EDITION  
 Last Updated: Friday, 21 May 2004, 09:52 GMT 10:52 UK  
 Email this to a friend    Printable version

**Gates backs blogs for businesses**

Blogs are good for business, Microsoft chairman Bill Gates has said.

In a speech to an audience of chief executives, Mr Gates said the regularly updated journals, or blogs, could be a good way for firms to tell customers, staff and partners what they are doing.

He said blogs had advantages over other, older ways of communicating such as e-mail and websites.

More than 700 Microsoft employees are already using blogs to keep people up to date with their projects.

[Write now](#)

### Blogs, Jay Cross (2002), Learning Circuits, ASTD

<http://www.learningcircuits.org/2002/apr2002/ttools.html>

- Blogging pioneer **Peter Merholz** adds, "the power of Weblogs is their ability to immediately put form to thought. I can get an idea in my head--however [half] baked it might be--and, in seconds, share it with the world. Immediately, I get feedback, refinement, stories, and so forth spurred by my little idea. Never before was this possible."

### Blogs, Jay Cross (2002), Learning Circuits, ASTD

<http://www.learningcircuits.org/2002/apr2002/ttools.html>

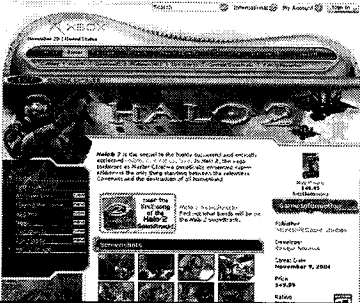
- Highlight useful info
- A time management tool
- Are current
- (and are like reading the newspaper)

### Reality Training, not Reality TV Due, in part, to Broadband (Andrew Revkin, New York Times, May 25, 2003)

INTERACTIVE FEATURE

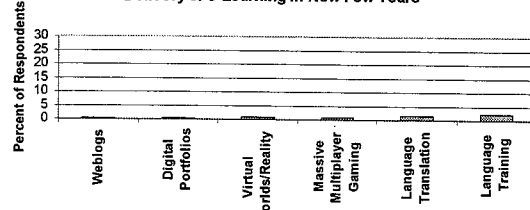
**On Top of the World**  
 REPORT FROM THE NORTH POLE

**Myth 15. Massive Multi-User Online Gaming (MMOG) will teach management and leadership skills**



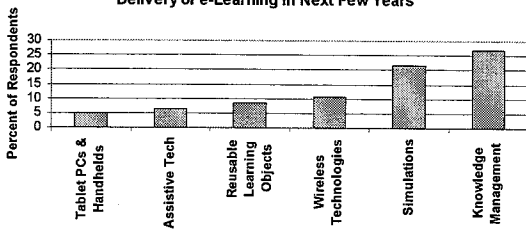
**Technologies that will Least Impact e-Learning**

Technologies Predicted to have the Least Impact on the Delivery of e-Learning in New Few Years

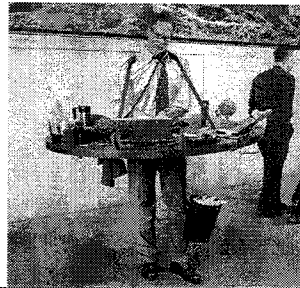


**Technologies that will Most Impact E-Learning**

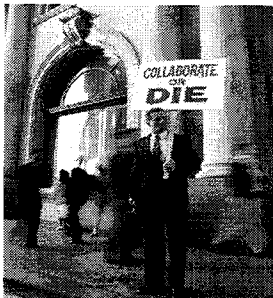
Technologies Predicted to have the Most Impact on Delivery of e-Learning in Next Few Years



**One vision of knowledge management.**



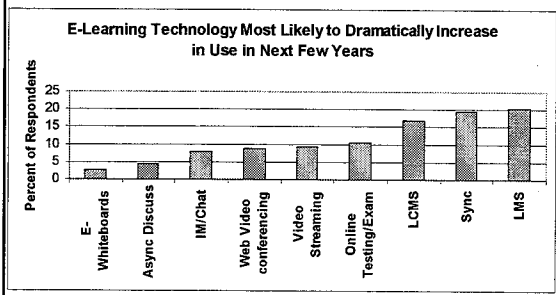
**Myth 16. No one is doing rich multimedia, interaction, and collaboration online.**



- Thomas Friedman, author of "The World is Flat":
- Tools for collaboration are changing the world
- <http://mitworld.mit.edu/video/266/>

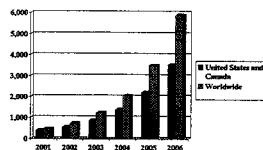


## E-Learning technologies that will be used more.



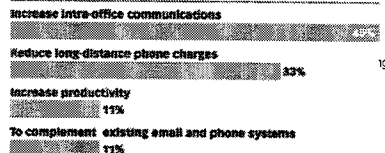
## Massive Growth in Synchronous Instruction

- Chats and IM
- Whiteboards
- Synchronous presentation tools
- Web cams and set top videoconferencing



## Instant Messaging (eMarketer, June 11, 2004)

Leading Reasons Cited by Companies Worldwide for the Deployment of Enterprise Instant Messaging, 2004 (as a % of respondents)



Source: Radicati Group, June 2004  
 ©2004 eMarketer, Inc. [www.emarketer.com](http://www.emarketer.com)  
 Enterprise instant messaging systems are becoming more widely used as a more logical tool for reaching remote workers and other offsite contacts than for employees that can interact in person, more companies see it as a tool to increase the interaction capabilities of onsite workers.

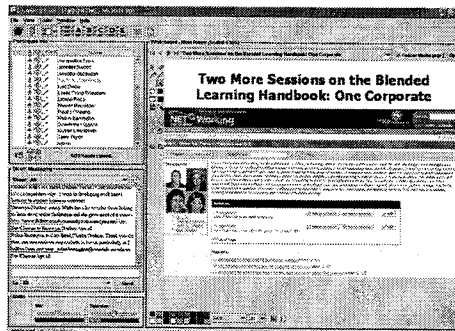
## Instant Messaging (eMarketer, June 11, 2004)

Enterprise Instant Messaging Users Worldwide, 2004 & 2008 (as a % of total enterprise users)



Source: Radicati Group, June 2004  
 ©2004 eMarketer, Inc. [www.emarketer.com](http://www.emarketer.com)  
 To complement existing email and phone systems  
 11%  
 Source: Radicati Group, June 2004  
 ©2004 eMarketer, Inc. [www.emarketer.com](http://www.emarketer.com)  
 Enterprise instant messaging systems are becoming more widely used as a more logical tool for reaching remote workers and other offsite contacts than for employees that can interact in person, more companies see it as a tool to increase the interaction capabilities of onsite workers.

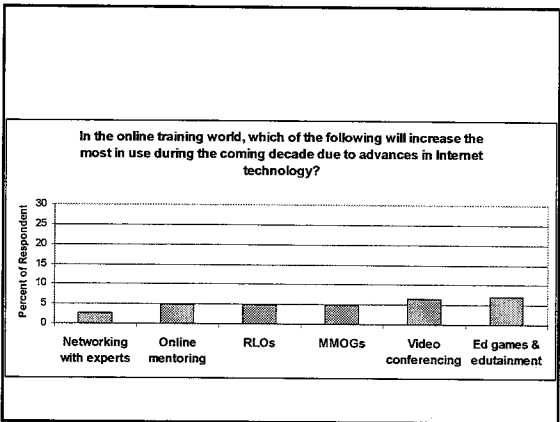
## Synchronous & On-Demand Training





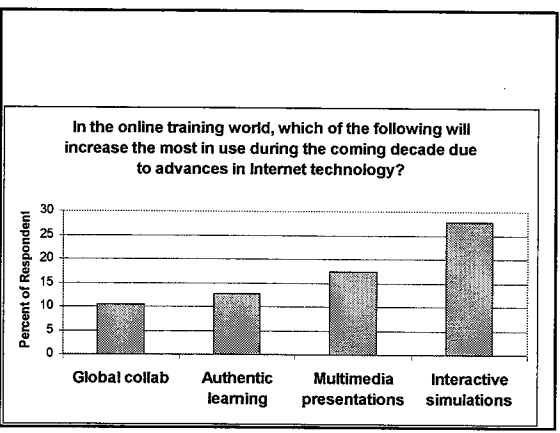
### Videostreaming and Videoconferencing (to take off in next several years ...\$4.5 billion in 2007 (Sept 23, 2003, Stephanie Olsen, CNet News.com).

- "...once they are recorded, the lectures can be reused in subsequent classes or stored as reference materials...I now have 100% of my lectures ready for the next time I teach this class." (On Demand Lectures Create an Effective Distrib Ed Experience, T.H.E. Journal, Nov, 2003, Stanley D. Lindsey).



### Reusable Learning Objects

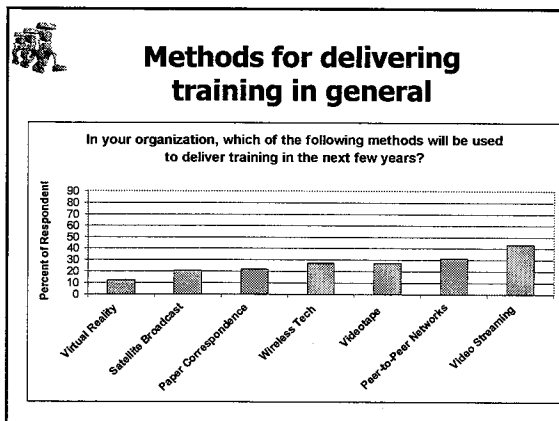
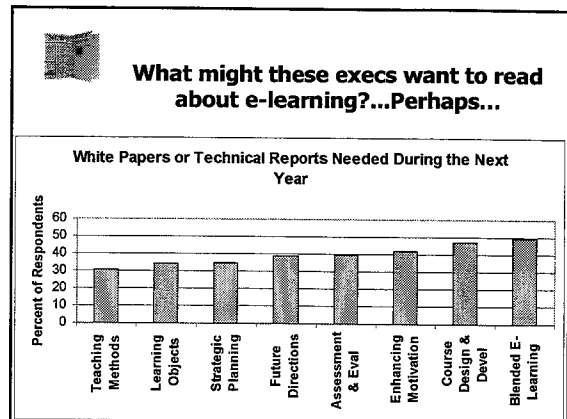
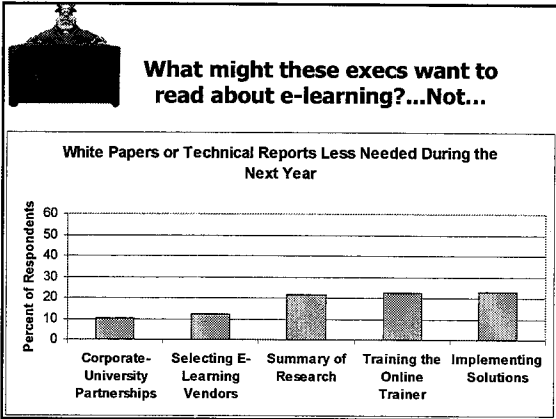
- "Learning Objects are small or large resources that can be used to provide a learning experience. These assets can be lessons, video clips, images, or even people. The Learning Objects can represent tiny "chunks" of knowledge, or they can be whole courses." Claude Ostyn, Click2Learn



### Myth 17. There will be an exploding growth of corporate-university partnerships in e-learning.

The screenshot shows the website for the Kelley Direct Online Program. It features the IU logo, navigation links for Home, About KD, Military Students, Application, Student Services, and The ED Experience. A main heading reads "MBA for General Motors". Below this, there is a welcome message and a list of links: Overview, FAQ, Homepages, and Course Descriptions. A paragraph describes the program as a Master of Business Administration (MBA) degree online through Kelley Direct Online Programs at Indiana University, designed for General Motors employees. It mentions that information about what is required by Indiana University for admission and register for a course can be found in the Indiana University Registration Procedures document provided by your Site Administrator. A note at the bottom states that in addition to the MBA, Kelley Direct Online programs also offer the following degrees to General Motors employees through the top:

Master of Science in Finance  
Master of Science in Strategic Management



**Wireless Technology**

Handheld Computing

Creating the Post-Time Enterprise

**ED TO THE HILT**  
 Korea's largest cities are densely packed, making it easier to offer large numbers of people broadband speeds of 3 megabits per second—far faster than the United States. Most homes have broadband internet access.

Please roll over the map above to get more information about broadband reach in that region.

INTERNATIONAL STATISTICAL OFFICE  
 INTERNET INFORMATION CENTER  
 (SEE P. 2092)

**THE KOREA TIMES**

**Mobile Learning Aids with High School Students**

By Kim Tae-gyu  
 Staff Reporter

Starting this month, high school students preparing for the college entrance exam will be able to use personal gadgets to study instead of textbooks on the bus or subway.

Koreaedu said Friday the nation's leading online education firm will launch services providing lectures via personal multimedia player (PMP) through a business alliance with Triver.

The mobility-specific educational services will start on Sept. 22, when Triver, the sales unit of local MP3 maker RainCom, releases the PMP-100 in stores.

Koreaedu will offer lessons from 12 top lecturers for the College Scholastic Ability Test (CSAT), and students can download them free of charge with a PMP-100.

The company also said it will diversify its offerings with fee-based premium services but will still offer basic lectures for free.

The PMP-100 is equipped with a 3.5-inch liquid crystal display monitor and storage capacity of 20-40 gigabytes, which can store up to 100 hours of lectures.

The gadget is an all-in-one handheld device, which allows users to view full motion video, listen to MP3 music, record video messages in real time, view still images and other games.

With our new services, students will be able to study via seamless video lectures. Afterwards, we plan to continue to make reaches in the "learning market," Koreaedu president Yoo Doo-sun said.

Together with the PMP services, educational electronic books are also hitting store shelves.

Earlier this week, domestic electronic bookmaker Soopota came out with an e-book, which contains 10-volume books, seven for humanities majors and the other three for science and engineering students.

In addition to its mobility, the e-book is also cost-effective as its overall contents cost just 20,000 won compared to 180,000 won when purchased separately at bookstores.

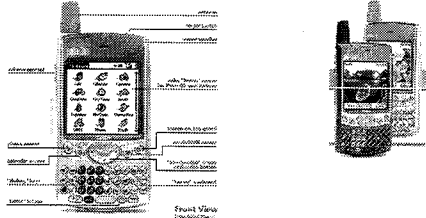
When studying Korean language and English, the e-book supports listening texts without needing cassette tapes thanks to its MP3 functionality.

Observers project the so-called e-learning market will overhaul the landscape of the local education market along with the TV lectures broadcast over BS.

In an effort to tame the nation's ever-increasing private tutoring costs, the government launched free lecture programs via TV and high-speed Internet from April.

09-17-2004 18:01

The Treo™ 600 smartphone from palmOne seamlessly combines a full-featured mobile phone and Palm Powered™ organizer with wireless email and text messaging, web browsing and even a digital camera—all in one device that's so small it fits right in your pocket.



With this Enrollment, a Toy Surprise (Chronicle of Higher Ed, September 17, 2004, A29; Duke gets iPod; MBA students at Maryland get Blackberrys)

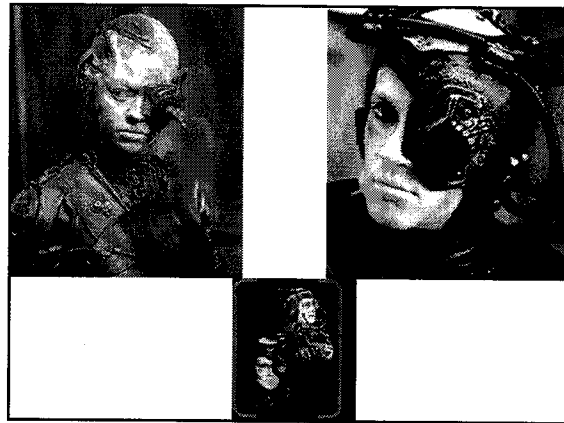


*M.P. & M.P. looking at their Blackberry. Photo credit: Chronicle of Higher Education, 9/17/04, A29.*

What can we say about technology change in the workplace then???

■ It is everywhere!!!!!!!

■ Resistance is futile!!!!!!!

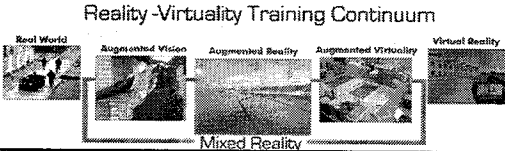


We Will Assimilate You!!!



**The Reality-Virtuality Training Continuum** provides examples of each type of training. *Augmented vision* provides information relevant to a learner's context (e.g., location, task, skill level) head up.

- **Corporate/Military Training**
  - **Workplace learning (integrating learning into workflow)**
  - **Performance support and knowledge management using mobile technologies**
  - **Mixed-reality environments combining the virtual and real**



**A technician uses a see-through display to access job aids while performing a task**

**Step by step instructions on diagnosing problem, performing procedures, & operating equipment**



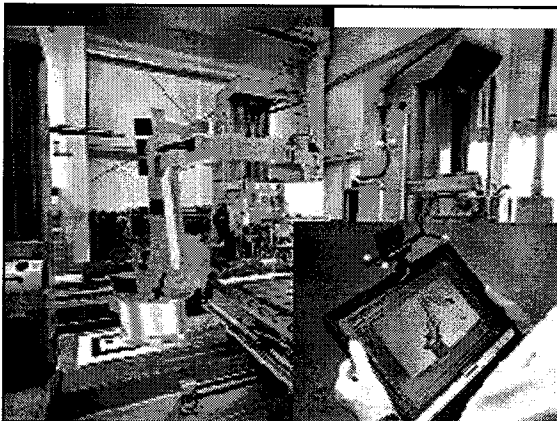
## Applications

- **Train employees quicker than previously possible and on the job**
- **Training to perform more quickly and with higher levels of retention**
- **Improve work processes by providing information to employees without leaving the work location**
- **Service equipment with increased speed and accuracy**
- **Automate the delivery of data based upon production station and supply chain flow**

99

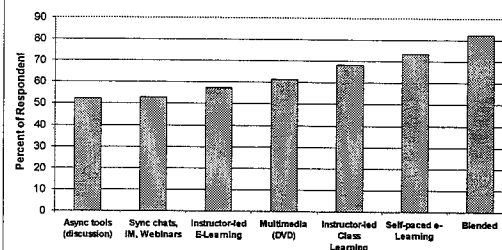
## Facts to consider

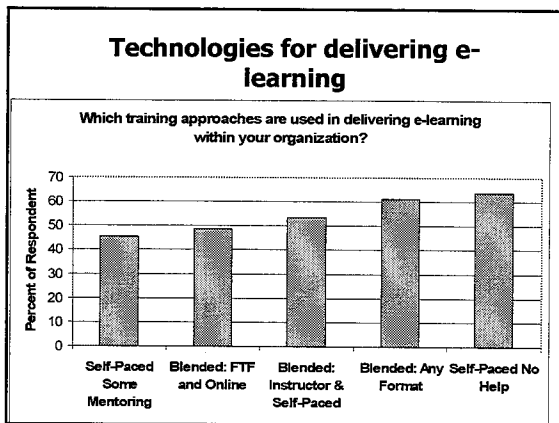
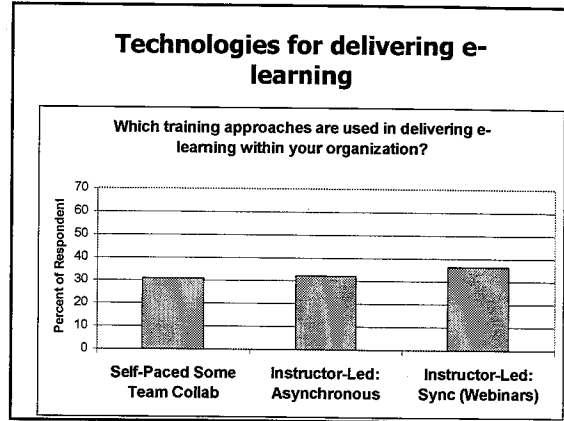
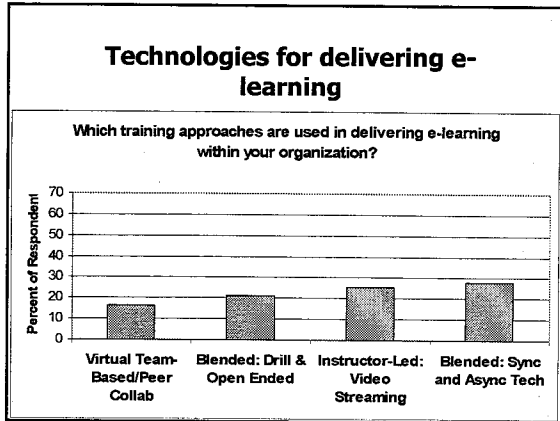
- **Wearable computers and augmented reality have been shown to increase productivity and training effectiveness**
  - **Honda and Volvo found >30% increase in productivity for technicians**
  - **Tang compared paper, desktop PC, head-worn display and AR**
    - ◆ **82% error reduction, reduction of task load perception**
  - **Microoptical/WorldGPS found 140% increase in productivity with head-worn display**



## Methods for delivering training in general

In your organization, which of the following methods will be used to deliver training in the next few years?







#### Building a Successful Blended Learning Strategy

By Michael McGinnis  
June 23, 2005; LTI Newsline



- There seems to be reluctance in transitioning instructor-led training (ILT) to a blended learning format. This may be due to resistance on the part of the organization or training department to change existing classroom session formats. Another reason, which I believe is more prevalent, is not knowing how to do it.

#### Building a Successful Blended Learning Strategy

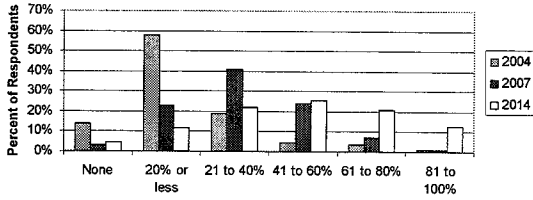
By Michael McGinnis  
Jun 23, 2005; LTI Newsline

- The case study in this article is an example of how our training department made a very successful transition prior to knowing what blended learning even meant. The change began with a familiar story to most training organizations: a need for change, doing more with less, and reducing the learning curve with better trained personnel. We started with our technical training programs.

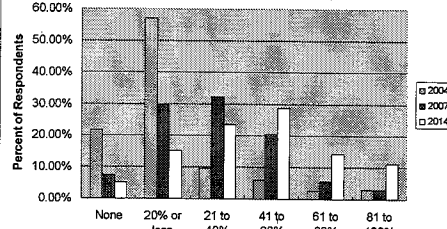
## So, what percent is blended?

Percent of Employee Training Blended in 2004, 2007, and 2014



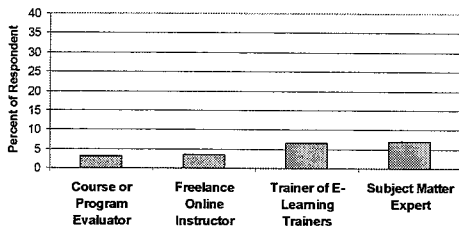
## So, what percent is fully online?

Percent of Employee Training Fully Online in 2004, 2007, and 2014

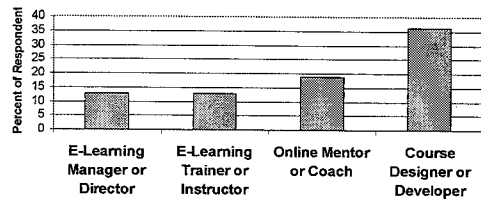


## Myth 19. Training and Evaluation of e-learning is important.

In general, which of the following e-learning job areas will grow the most during the coming decade as a percentage?

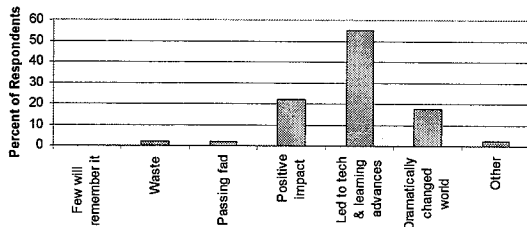


In general, which of the following e-learning job areas will grow the most during the coming decade as a percentage?

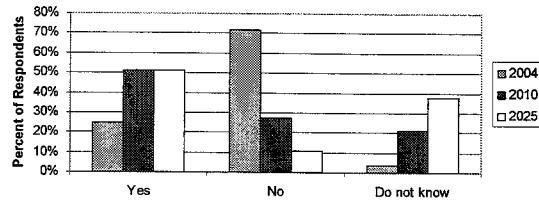


## Myth 20. History will be highly critical of e-learning.

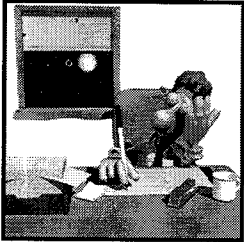
Historical View of e-Learning in the Year 2025



Will e-Learning be the Dominant Form of Training in Your Organization the Coming Year and 2010 and 2025

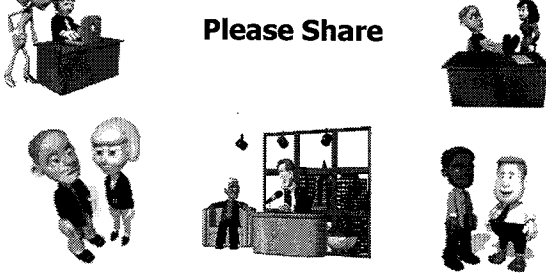


**Ok, that is 20 myths!  
Who is falling asleep and needs a  
little chocolate?**



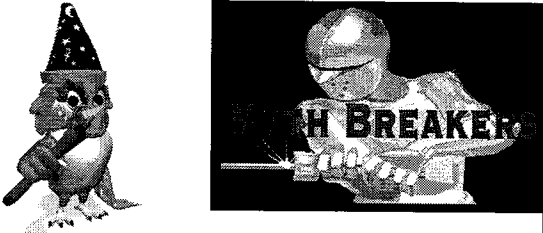
**Question: What are your mini  
myths of e-learning???**

**Please Share**




**What are your myths and  
predictions?**

■ ????????????



**What are my predictions?**


- E-learning at edges (older, younger, margins)
- Synchronous technology costs are lowered
- Videoconferencing from desktops
- More learners determine own degrees
- Self-teaching without credentials popular
- Cell phone a universal learning device
- Asia leads way in e-learning
- Mobile, movement learning is the norm
- Growth in workplace and informal learning



**For copies of many talks and  
reports, see TrainingShare.com and  
PublicationShare.com**

Also see:  
Kim, K. J., Bonk, C. J., & Zeng, T. (2005, June).  
Surveying the future of workplace e-learning: The rise  
of blending, interactivity, and authentic learning. *E-  
Learn Magazine*. (see  
[http://www.eleammag.org/subpage/sub\\_page.cfm?section=7&list\\_item=5&page=1](http://www.eleammag.org/subpage/sub_page.cfm?section=7&list_item=5&page=1)).

Bonk, C. J., Kim, K. J., & Zeng, T. (in press). Future  
directions of blended learning in higher education and  
workplace learning settings. In C. J. Bonk & C. R.  
Graham (Eds.). *Handbook of blended learning: Global  
Perspectives, local designs*. San Francisco, CA:  
Pfeiffer Publishing.



**Remember: this was just a glimpse...  
What are your predictions...?**

