

In a digitised learning environment, a blended solution works best



By [Richard Rayne](#)

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Online education specialists believe that as the market continues to embrace technology to digitise the learning experience, there is an increasing need to consider the merits of combining e-learning with instructor-led training workshops.

Education for all

The benefits of e-learning are well documented and clear to decision makers, which is why there is an escalating demand. E-learning provides clients with a simple learning methodology that can be scaled with no geographic implication. I don't believe that e-learning is the silver bullet to all training requirements but it's definitely appropriate for environments that require geographic scale, recurring training of the same generic content and perhaps for people who just cannot take the time to attend instructor-led sessions.

Aside from interest in the need to digitise client owned training content into an e-learning format, there is also a focus on the relevance of an online electronic assessment solution.

It is critical to measure and report on these experiences in order to measure the impact and return on expectation of a training experience - and the best way to distribute and collect the data is in an electronic format.

With HR emerging as the frontline of transformation within commerce (amid the introduction of advanced systems and new regulations), businesses are looking to technology to help them manage the resource more effectively.

Future learning

Management at iLearn suggest that this has paved the way for the introduction of Learner Management Systems.

These systems are required in order to host, provision, administer and report on e-learning delivery. Most systems have the functionality to manage all learning; including instructor-led training. The greatest benefit for Talent Managers is at the click of a button produce a report aligned to the specifications of the SETAs Annual Training Report (ATR) and that in itself is a massive time save.

E-learning will completely dominate the market in the future, finding application in most sized organisations, across a myriad of industries and sectors - whether for a specific intervention or a product.

My hope is that blended learning solutions become the de facto requirement.

ABOUT RICHARD RAYNE

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