

## BENEFITS OF E-LEARNING

The most obvious benefits of e-learning over traditional classrooms are flexibility, convenience and cost-savings.

**Flexibility:** You work at your own pace, often at times of your own choosing, and can take the time to absorb each module of learning before moving on to the next. Traditional teaching moves at its own pace, and if you miss something, there will be a gap that may never be filled. Some research shows that e-learning is 50% faster than traditional courses, because you can skip the bits you already know and move on.



The courses can be updated as necessary, and downloads are usually made available, even if the original course was on a CD-ROM. There is also the advantage of consistency, because you don't have different instructors for each topic. Some courses can even address individual needs.

**Convenience:** Working from your own home or office is so much easier – no travelling. Some programmes allow the HR Manager (or corresponding senior) to monitor the progress of each learner, and identify where additional training may be needed. Probably 80% of workers already use computers, so it would be very easy to access them individually. Equally, Learners can access training at any time of the day or night.

**Cost saving:** e-learning eliminates the need to bring the instructor and Learner together in the same place at the same time. Training Magazine claims that companies save 50-70% of training costs when they use e-learning. Also, the training can be conducted in short sessions, spread over several weeks, instead of losing the employee for a whole day or several days at a time.

In addition, e-learning results in higher retention of the course content, because they learn in bite-sized chunks, and because they take ownership of it when they work at their own pace, and select when to move on to the next level. E-learning fits well with today's style of living and working.