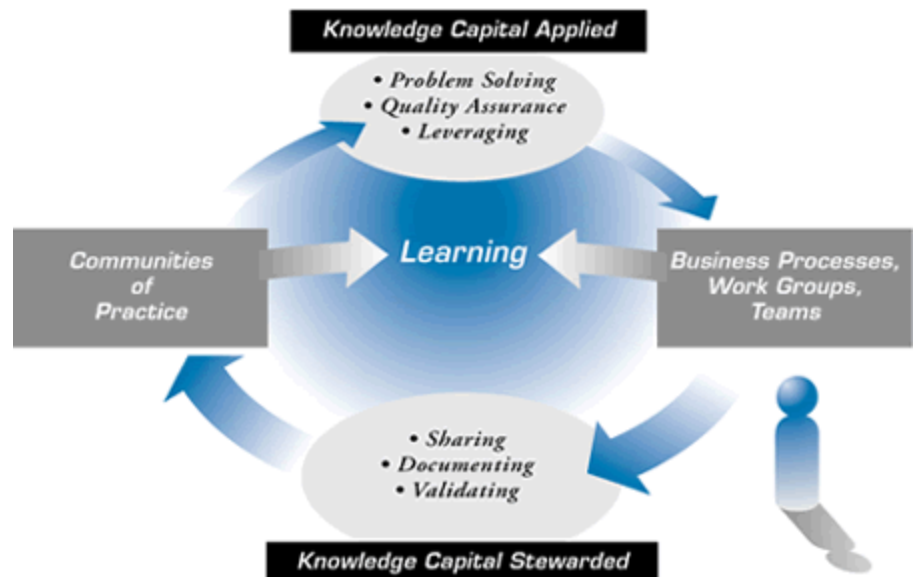


## BLENDED LEARNING

Blended Learning, simply put, is a combination of two or more methods of delivering instruction. These days it usually means a combination of virtual resources (internet-based instruction) and human intervention (classroom training).



Its emphasis can be web-based, with supporting workshops, or it can be classroom training supported by web-based tests or projects, or online social networks.

Conventional training was 'teflon teaching' – a single-dimensional transaction in which the instructor handed over his knowledge, which often did not stick. Blended learning is far better and more cost-effective, because it combines several methods, and therefore increases the likelihood of bringing about new and better practices.

Blended Learning may combine courses with coaching, e-learning, video, audio, interactive tests, mentoring and active participation in workshops. Variety in the modes of delivery not only stimulates interest, but impacts on all the senses. And, where there is an element of self-pacing (as in e-learning), there is the additional advantage of the Learner's commitment to learning.

In IT training, computers are used as a resource in the classroom, and other forms of training may use web-based aptitude tests, especially where those tests do not allow third parties access to their scoring methods.

Mentoring is often an element in Blended Learning, although it need not involve human intervention.

In the US, they use the terms 'hybrid learning' and 'mixed learning', to mean the same as Blended Learning. But no matter which term is used, it represents a significant shift in the strategy of training.