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stretch beyond



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**e-learning concepts
explained**

70:20:10 learning model

Description of the proportion of learning which takes place in various ways.

The classic model is defined as:

70% - on the job / experience based learning

20% - peer-to-peer / social learning

10% - formal training / "classroom" learning



Blended learning

Using a “blend” of traditional face-to-face training and online or e-learning methods. For example this could be an in person training session followed up by some video content and a quiz.



Bring your own device (BYOD)

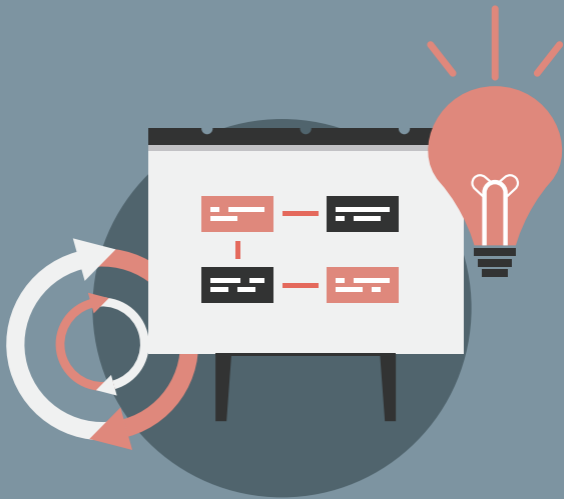
The use of employees' personal devices in the workplace, such as laptops, tablets and smartphones. Can increase engagement and lower costs, but may require consideration of security issues.



Knowledge management

The process of capturing, storing and making available the knowledge and experience of members of an organization.

This can make onboarding and succession planning a lot more efficient.



e-Portfolio

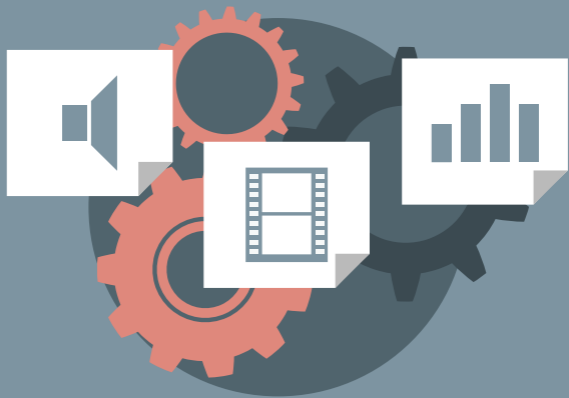
A collection of files and media collated by an individual to highlight their abilities, achievements and opinions. Usually in the form of a personal website or webpages, with either public or restricted access.



(Reusable) Learning Objects (RLO)

A learning object is a discrete piece of e-learning material, for example a quiz, video, or document.

Commonly designed to be repurposed for different learning contexts, hence “reusable”.



Personalized learning

Tailoring of an individual's learning experience according to their specific needs and abilities, for example, presenting different resources or assessment methods to different members of a learning group. e-Learning allows much more flexibility and personalization of learning than traditional methods.



Flipped classroom

A model whereby learners view lecture style content or read set texts in their own time, and use contact time with trainers to discuss the concepts. Maximizes the value of the contact time, as opposed to “chalk and talk” or “death by powerpoint” sessions.



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