E Learning – Catering for the needs of EAL learners

What are the strengths of E Learning as opposed to traditional forms of training?

There are many strengths to well-designed E Learning, many of which complement more traditional types of face-to-face training. For example:

- featuring high-quality interactive multi-modal materials and approaches
- taking a structured, developmental approach to learning
- providing feedback and moments of reflection for a learner
- testing skills and knowledge and measuring progress over time
- enabling learners to study at distance, at their own pace and within their own time-frame
- delivering compliance training and contributing to a user's CPD
- certificating training

What are the limitations?

E Learning should never be a total replacement for face-to-face training as there are a number of limitations. For example it may:

- fail to cover all aspects of a topic
- be unable to fully anticipate a learner's questions
- not offer the option to discuss learning with peers, unless undertaken collaboratively
- not provide the opportunity for a learner to deepen understanding through in-depth discussion with an expert
- limit learning if users are not encouraged to revisit or extend their knowledge in other types of training

How to make best use of the materials

E Learning should be viewed as a complement to more traditional types of training. Specific units could be used:

- to pre-teach and introduce concepts prior to a training event
- to recap and consolidate learning from face-to-face training
- at different times of the year or particular moments in a practitioner's career progression
- to train staff for particular roles and responsibilities
- as compliance training and evidence of CPD