Why Web-based Training
Web-based Training: Purpose and Value

- Web-based training:
  - Minimizes instructor and student travel time and related expenses.
  - Reaches geographically dispersed employees.
  - Provides a convenient learning environment.
  - Provides real-time interaction with the instructor.
  - Presents opportunities for employees to advance their skills while gaining access to colleagues and experts from other locations.
Live Web-based Training: Featureset

- Live web-based training utilizes:
  - Interactive lessons
  - Application sharing
  - A virtual whiteboard
  - Break out sessions
  - Private text chat
  - Assessments, testing, and polling
  - SYS-ED websites
Synchronous Delivery of Content

- Training is done in real-time by a subject matter expert presenting and facilitating the instruction.
  - Everyone in the group logs in at a set time and can communicate directly with the teacher and with each other.
  - A trainee can raise a cyber hand and view the cyber whiteboard.
  - This type of training takes place using Internet websites, audio- or video-conferencing, Internet telephony, or two-way live broadcasts.
Asynchronous Delivery of Content

- Training is self-paced in one of three forms:
  - Network-based
  - Intranet- or Internet-based
  - DVD-based
- Access to the instructor can be initiated through online bulletin boards, online discussion groups, instant messaging, and e-mail.
Infrastructure for Content Delivery

- An infrastructure is provided for:
  - Administration, content delivery, and selection of subject matter.
  - Corresponding with the subject matter expert, utilizing web-based support services, and assessing mastery of subject matter.
Effective Web-based Training

- Effective web-based training:
  - Melds the qualities of instructor-led training with a virtual online classroom.
  - Is comprised of a presentation outline, lecture, demonstration, examples, sample programs, exercises, and assessment questions.
  - Provides for a modality of instruction which allows for the utilization of different training methods in conjunction with a personalized presentation of subject matter.
  - Can be delivered in the form of a web application.
A lesson plan is the foundation for the web-based delivery of content.

The lesson plan provides:

- Intended audience
- Course duration
- Timing for course modules
- A presentation outline
- Performance objectives
- Examples and sample programs
- Workshop objectives
- Case studies and exercises
- Assessment validation
Web-based Training: Performance Objectives

- Information technology subject matter is translated to performance and workshop objectives.
- Workshop objectives are mapped to examples and exercises.
- For training programs, educational consultancy and guidelines are incorporated into the performance and workshop objectives, examples, and exercises.
Web-based Training: Examples and Exercises

- Based upon the background of the audience and operational objectives of the client organization:
  - Integrated exercises are selected, created, and adjusted to the operating system and system software being utilized.
- A log is kept of the exercises that have been completed.
  - Modular and pre and post course validation assessment is utilized to verify mastery of the subject matter.
Web-based Training: Courseware - 1

- Courseware is an important component in the delivery of web-based content:
  - Courseware is derived from a lesson plan and provides a framework for a sequential and logical presentation of subject matter.
- Courseware integrates and facilitates the mastery of the performance objectives and exercises:
  - As a vehicle to teach and learn from.
  - By explaining and reinforcing the subject matter.
  - As a reference source.
Web-based Training: Courseware - 2

○ Courseware includes:
  ● Narrative descriptions
  ● Diagrams which explain
  ● Code snippets
  ● Skeleton programs
  ● Case studies
  ● Exercises
  ● Technology updates
  ● Training aids
  ● Review questions
  ● Pre and post course validation assessment
Web-based Training: Investment in IT Infrastructure

- Quality web-based training:
  - Is an investment in information technology infrastructure.
  - Is available in multiple delivery medium.
  - Provides documentation which delivers ancillary value to the organization.
  - Results in subsequent utilization being less expensive in terms of incremental cost and cost per trainee.