

Handout: What is eLearning?

There are many definitions and assumptions regarding the question “What is eLearning?” While many are correct to a certain point, very few seem to capture the essence of what eLearning is.

According to Google, e-Learning is **learning conducted via electronic media, typically on the Internet.**

The above is true in very basic terms. However, that would mean sharing documents, audio, and video would all be considered eLearning.

Is it? Yes, yes, it is.

However, quality eLearning is much more than that. Quality eLearning comes in two forms: behavioral training, which is very effective, and cognitive training, which is much less effective.

What makes good Behavioral eLearning?

- eLearning is all about the learners – capturing their attention with content specifically designed to meet their immediate needs in a **self-paced** and comfortable environment.
- eLearning is **interactive**, holding learners’ attention by involving them in the learning process every step of the way.
- eLearning helps learners to learn by doing, **focusing on what learners need to be able to do.**
- eLearning **challenges learners** by simulating their real world working environment stresses and providing a **safe environment for failure.**
- eLearning provides **immediate, relevant feedback**, and allows them to monitor their progress with **quizzes, tests, and hands-on activities.**
- eLearning uses learners’ senses – appealing to their **auditory, visual, and tactile** senses.

Traditional classroom learning can be effective or ineffective – depending very much, on how it is presented by the facilitator. eLearning is no different – it too can be good or bad, depending on the skills of the designer/developer.