

Multimedia Training

Computer Based Training

Can be from very simple text to graphical based interactive multimedia
Incorporation of movies, sound, animation

General Benefits

Training can be done anywhere and anytime
The user can carry out the keystrokes on the PC whilst learning
Much more fun and engaging
Learning can be task related
Learning can be repeated many times
Skills assessment levels can be recorded
Linear learning for specific task completion
Non linear learning for conceptual topics

Media

Advantages

Disadvantages

Video Tapes

Inexpensive consistent
content
Easy to distribute
Visual Appeal
Review many times
Can be viewed on PCs

Expensive to produce
Not interactive
Not suited for skills practice
Details may not be clear
Difficult to customize

CD-ROM / Multimedia

Consistent content
Easy to distribute
Interactive
User has control how,
when and what to learn
Easy to customize
Provide feedback
Provide test records

Interactive CBT can be
expensive to produce
Difficult to modify

Web Based

Consistent content
Easy to distribute
Interactive
User has control how,
when and what to learn
Easy to customize
Provide feedback
Provide test records
Can be easily updated and
accessible to all users

Interactive WBT can be
expensive to produce
Ensure fast connectivity for
users
Less interactive than
multimedia
Need additional plug-ins to be
loaded on PCs and laptops

Multimedia Training

Distance Learning via Web Site

A solution to ensure learning and personal development continues throughout the company for many years using affordable resources.

A method to deliver training or support interactively to users at different locations at different times.

Methodology Description

CBT	use multimedia via the web as videos or interactive training.
Web conferencing	use conferencing facilities over the internet on a PC to allow users to login and attend training at their location whilst the instructor is in their office.
Email	allows users to send emails directly to helpdesk or assigned instructors to provide online assistance.
Chat room	allows users to interactive immediately with assigned instructors and helpdesk operators as well as other colleagues.

Advantages against Traditional Classroom training

Advantages Reason

Empowerment	The users are offered the role to ensure they maintain their own learning development.
“Just in Time”	New processes can be taught in byte size sessions and at appropriate time. Less disruptive to the organization as a user learns at a convenient time.
Offer training continuously and fast	Training is always available allowing the users to learn at their own pace. New topics can be introduced regularly to ensure the company remains in charge of its training development.
Variety of resources	Using web based technology offers different ways of learning based on adult learning abilities.
10 to 1 saving	Distance learning can be as cost effective as 10 times less than traditional training