Question: What are the Pros and cons of Technology Enabled Learning vs Traditional Classroom Training?

Instructor Lead Training

Pro's

- Develops passion and motivation with classroom interaction
- Pro-Promotes open exchange of ideas
- Best for skills based
- Able to read engagement of learners and modify accordingly
- Builds peer to peer relationship
- Power Points easier to change
- Possible to build on training with homework
- Limited or normal resources available
- Allows student to take ownership (accountability) of learning
- Great for Tell-Show and Do
- Instructor can adapt to technical problems for relevance

Con's

- Difficult to gain or manage new resources
- Limited number of seats available in class
- Consistency from instructor to instructor
- Cost can be substantial with in-person training
- Large grouping of students ignore learning deficiencies
- More vocal students may dominate discussion

Technology Enabled

Pro's

- May be grants or special programs available to defray cost
- Pro – Special programs to bring initial cost down
- Computers/ internet make it easier for students to access/ research at any given moment.
- Student spend more time surfing/ researching information than ever before using **Google.com and Wikipedia.org.**
- Access to areas that could not be accessed before for information
- By building technology into their lessons, students will become more engaged
- Paperless, less waist
- Just in time learning
- Builds a foundation on knowledge

- Reinforcement
- Scalability
- Cost efficient for mass populations
- Consistent message and standardization
- Just-In-Time training
- Flex time friendly
- Easy to manage resources
- Easy for the student to return and review past material
- Easy to blend technology base learning with instructor lead

Con

- Computers will need to be replaced every couple of years
- The more computers you have the larger the IT department needed to keep them running
- Students become distracted by other activities they find on the internet
- Battery life of some devices are limited
- Abundance of on-line information is inaccurate as writers will write anything using keywords to generate returns for money,
- Internet or video SME are not validated as SME.
- Students can be penalized using this type of inaccurate information
- Tech savvy challenges. Young users excel using technology while older struggle
- Normally should have an IT department to implement or solve system or software problems
- Connectivity issues can be an issue
- Accuracy of information is challenged
- Finding the right information online may be difficult so instructor spends more time planning and may become frustrated

Group Summary:
A blended learning application utilizing instructor lead and integrating techno based learning will provide a consistent, standardize message, with the ability to reach larger audiences with just in time training based on their flex time. Easier to update, easier to manage resources but still anchored by Instructor lead training.