

Blended Learning Decision Factors

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When considering blending learning initiatives answers to some key question can help smooth out the process:

- Audience
 - Motivated?
 - At different entry level of skills, knowledge, experience?
 - Computer literate?
 - Reading level?
- Content and Objectives
 - Level of objective? Nature of content?
 - Is interaction with other learners important? If so, why?
 - Is it advisable to have someone guiding the learning?
 - Is it important that learners/facilitator be in the same physical location to accomplish the learner or another related goal?
 - If there is to be interaction, is simultaneous interaction valuable?
 - Can learners self assess application? Can application be assessed by computer? Is assessment and feedback needed from an independent source?
 - Are there existing materials to leverage?
- Scale
 - How many people need to be trained?
 - Are they centralized or geographically dispersed?
 - Is this hours or days of training?
- Stability and Use
 - How long will the training be useful?
 - How stable is the content?
 - Is it intended for initial training?
 - Will it be useful as refresher or just-in-time training?
- Urgency
 - How urgently is the training needed?
 - How long before it must be up and running? What's the development time?
 - What is the window within which the entire target audience must be trained?
- Measurement
 - What is to be measured? – Completion, learning, performance, results?
- Resources
 - \$ -- How much is the organization willing to invest? How much is riding on successful outcomes? (ROI)
 - What are skills and availability of designers/developers, SMEs, facilitators, coaches, IT personnel?
- Technology/facilities
 - What's the status of the IT and communications infrastructure – software system, desktop, bandwidth, security?
- What facilities are available/required for strategies other than e-learning?