e-Learning
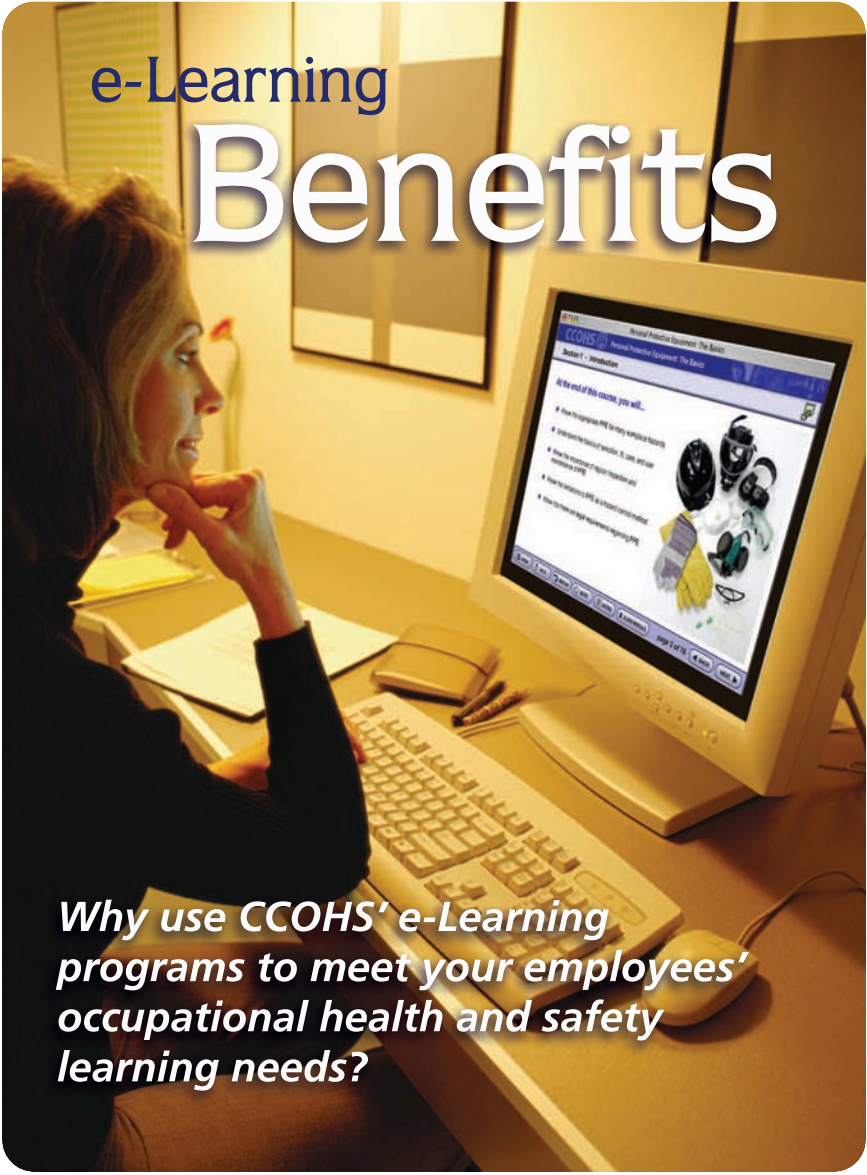# Benefits

Why use CCOHS' e-Learning programs to meet your employees' occupational health and safety learning needs?

Training & Education Benefits

Higher retention and faster learning

- Individuals who take e-courses experience significantly higher rates of retention than those taking classroom courses – in less time. Content is delivered in smaller, more manageable units. Individuals can skim material they know, and review material that is new to them.
- According to various published studies, individuals taking e-courses retain up to 100% more than if they took comparable classroom courses.
- Taking an e-learning program typically requires 30-60% less time than attending a comparable classroom course.

Self-paced learning

- Students can convert information to knowledge at their own pace.

Less intimidating than classroom courses

- Trainees can ask the instructor questions without having to worry about what others in the class might think. They can also work through exercises in private, without fear of failure.

More interactivity than classroom courses

- According to studies, students in classroom courses typically ask about .1 questions per hour. Students taking e-learning programs can interact with the courseware via question and answer up to 120 times per hour.

Administrative Benefits

"Just-in-time" rather than "just-in-case" learning

- Individuals can take e-courses when they need to learn about a subject – not when an instructor is available to give a course.

Customizable content

- Courses can be customized to meet an organization's specific needs. Add information such as your organization's policies, procedures and contact information for greater relevance. Add information to address the specific needs of your industry.

Uniformity of course content

- All trainees see and hear exactly the same content when they take an e-course. If your employees take classroom courses delivered at different times or by different instructors, the material that is delivered may vary from one course to another.

www.ccohs.ca/education   **1-800-668-4284 or 1-905-570-8094**

Anywhere, anytime scheduling

▸ Individuals can take e-courses at times that suit the organization's schedule, anywhere that there is an Internet-connected computer. Employees do not need to be away from work for extended periods of time.

Easy tracking

▸ An organization can automatically track employees' progress through e-learning programs. Learning Management Systems typically track the dates an individual has been in a course, the time spent, and their scores on any exams.

Significant cost savings

▸ As well as reducing training time, using e-learning programs eliminates the need for travel and its attendant expenses for both instructors and students. A study reported in *Training Magazine* indicated that organizations save 50-70% on training costs when they use e-learning programs instead of classroom courses.

CCOHS e-Learning Benefits

CCOHS e-Learning courses are:

▸ Written by, or under the direct supervision of a CCOHS subject specialist
▸ Reviewed by other CCOHS subject specialists for information flow, accuracy, currency and the use of clear language
▸ Reviewed externally by representatives of government, employers and labour
▸ Available in English and French

Interaction

▸ Students can interact directly with a CCOHS e-course developer/instructor if they have specific questions not answered by the course.

Progress tracking

▸ An organization can **automatically track employees' progress** through CCOHS' e-learning programs. The learning management system employed by CCOHS' e-courses tracks the dates an individual has been in a course, the number of hours and minutes spent, and his or her scores on all attempts at the course exam.

*But you don't have to take our word for it...*read what the experts have to say about the benefits of e-learning by consulting the attached bibliography. If you'd like to try one of our e-courses contact CCOHS' Client Services at 1-800-668-4284 or clientservices@ccohs.ca

Available on the web:

▸ The Benefits and Drawbacks of e-Learning, (2004?) by Kevin Kruse. http://www.e-learningguru.com/articles/art1_3.htm

▸ Corporate e-Learning: Exploring a New Frontier, WR Hambrecht + Co (2000). http://www.astd.org/NR/rdonlyres/E2CF5659-B67B-4D96-9D85-BFAC308D0E28/0/hambrecht.pdf

▸ The e-Bang Theory (Sept. 1999), Banc of America Securities. http://www.conferenceboard.ca/elearning/downloads/industry_analysis/banc_of_america/e-bangreport.pdf

▸ E-Learning: A White Paper from IsoDynamic, (September 2001). http://www.isodynamic.com/web/pdf/IsoDynamic_elearning_white_paper.pdf

▸ Facts, Figures and Forces Behind e-Learning, (August 2000). http://www.learnframe.com/aboutelearning/elearningfacts.pdf

▸ How e-Learning Can Increase ROI for Training (THINQ), (2002?) http://www.llmagazine.com/e_learn/resources/pdfs/ROI_training.pdf

▸ Implications of the Advanced Distributed Learning Initiative for Education. iume.tc.columbia.edu/eric_archive/mono/UDS118.pdf

▸ The SCORM Overview, Advanced Distributed Learning Initiative, (October 2001), quoting A. Graesser & N. Person (1994), "Question Asking During Tutoring", American Educational Research Journal, Vol. 31; J.D. Fletcher (2001), "Evidence for Learning from Technology-Assisted Instruction"; and H.F. O'Neil Jr. and R. Perez, "Technology Applications in Education: A Learning View", Hillsdale, NJ, Lawrence Erlbaum Associates. http://galileo.enc.org/~library/scormover.doc

▸ A Vision of E-Learning for America's Workforce: Report of the Commission on Technology and Adult Learning, (June 2001). http://www.nga.org/cda/files/ELEARNINGREPORT.pdf

Other resources referenced

▸ SunTrust Equitable Securities, e-Learning and Knowledge Technology (Mar. 2000).

▸ Getting Up to Speed on E-Learning, Tom Werner, Brandon-Hall.com Publishers, 2001.

▸ "Market Trends and E-Learning" white paper, MindLever.com, 2000.

▸ Special E-Learning Section, Forbes, Summer, 2000.

▸ Training Magazine, March 2000.