

Scoping the Further Potential and Limitations of Using E-Learning to Deliver Training and Development Projects in the Rail Industry (P4.108)

Background

In recent years, the use of computers and similar electronic devices as tools of workplace learning has grown rapidly. E-learning has emerged as a powerful addition to traditional modes of training and is used to enhance knowledge, improve performance, develop skills and increase levels of motivation. Moreover, e-learning is often argued to be more accessible, efficient and cost-effective than other forms of corporate training and is applicable to geographically dispersed organisations. E-learning offers attractive prospects to the rail industry to deliver education and training programs.

Objective

The need for this scoping project emerged from a realisation that the rail industry was actively engaged in purchasing and utilising a wide range of e-learning resources in an attempt to improve learning outcomes and overall business performance. However, the extent to which these resources were delivering favourable results was less clear. The aim of this research is to scope the different approaches to e-learning both outside and inside the rail industry.

Outcomes

This research will provide a collection of reliable information upon which training professionals will be able to make effective decisions on how to integrate e-learning into their workforce development strategies.

Benefits

This knowledge will enable better decision making by training professionals on e-learning for the future.

Project timeframe

September 2009 to February 2010