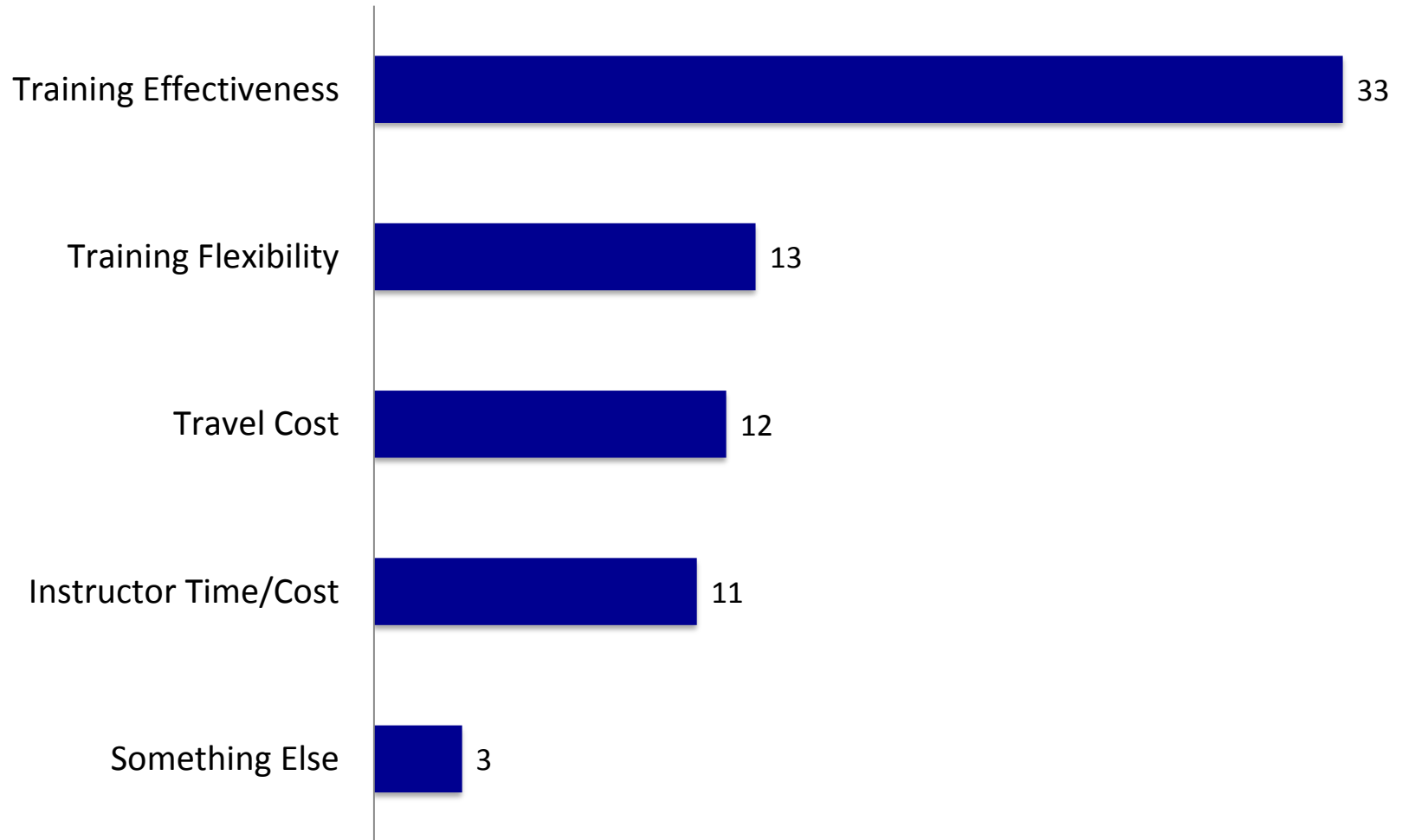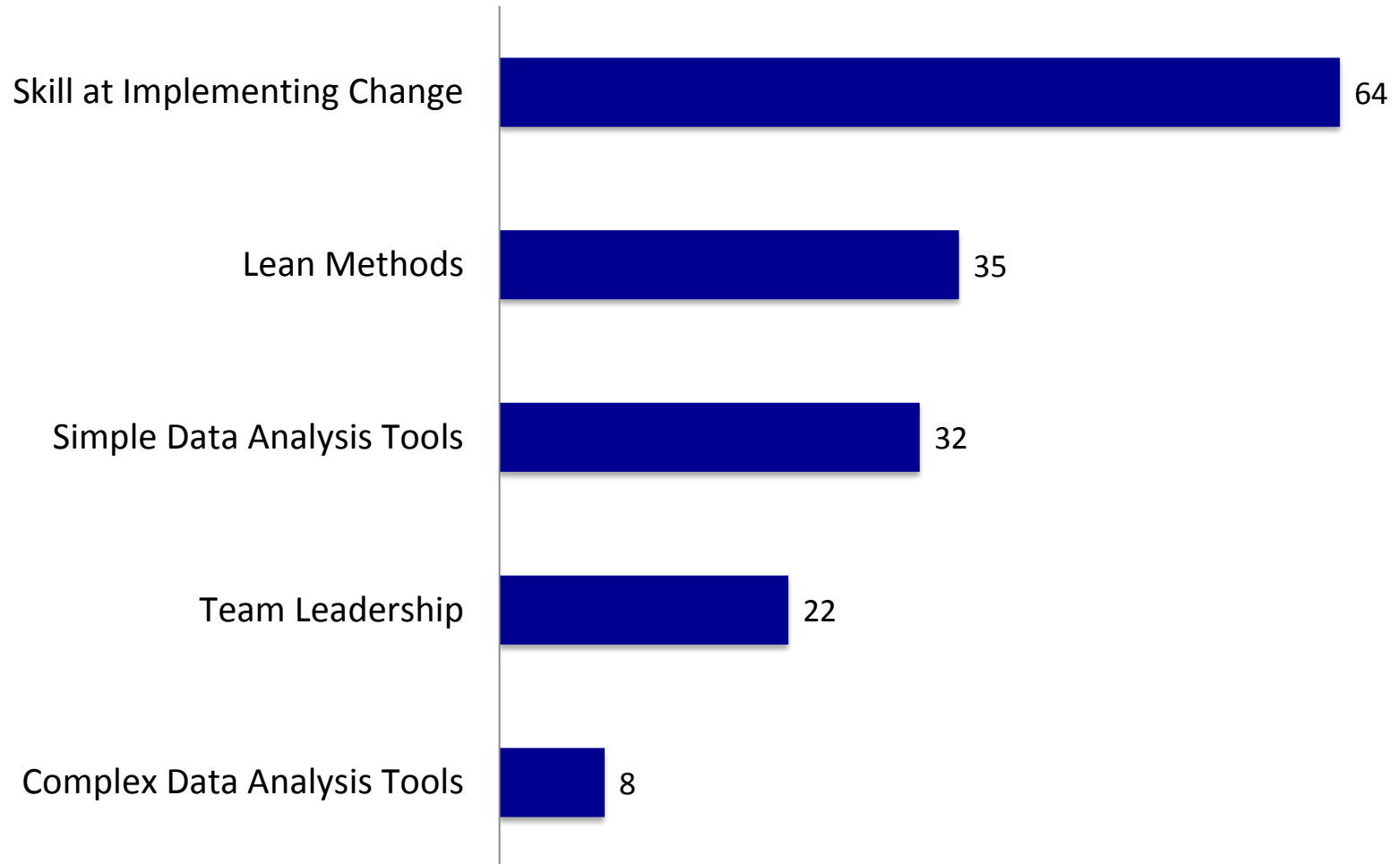# eLearning Effectiveness Study

September, 2015

Which driver has the most influence on your training design?

Driver	Count
Training Effectiveness	33
Training Flexibility	13
Travel Cost	12
Instructor Time/Cost	11
Something Else	3

Data collected over last 12 months

What skills/tools are most important to you and your people?

Skill	Value
Skill at Implementing Change	64
Lean Methods	35
Simple Data Analysis Tools	32
Team Leadership	22
Complex Data Analysis Tools	8

Data collected over last 12 months

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How effective is your blended training model compared to the training model you used previously?

Median — 30% Better

Mean — 39.5% Better

0%   25%   50%
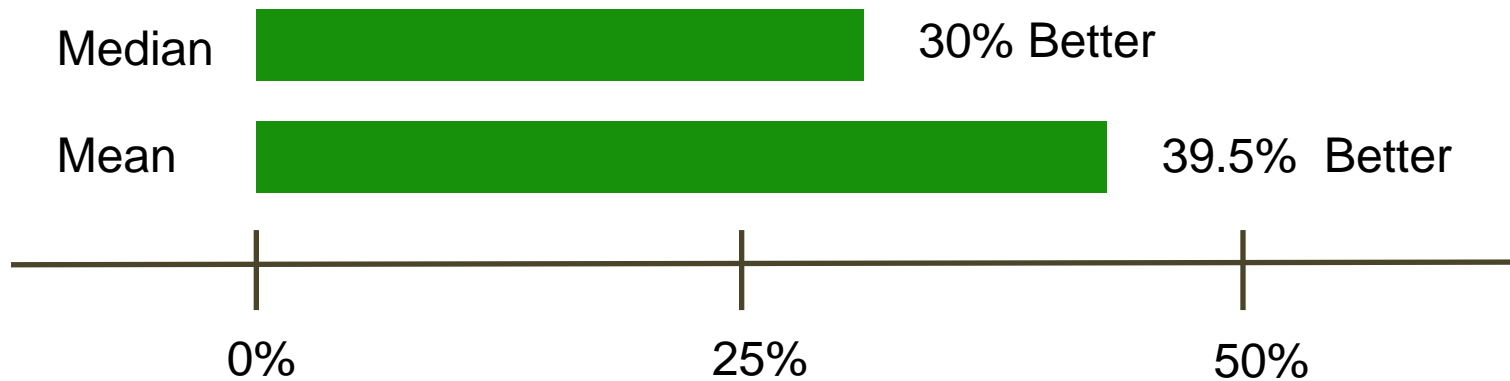
Std. Deviation   35.7%

N = 29

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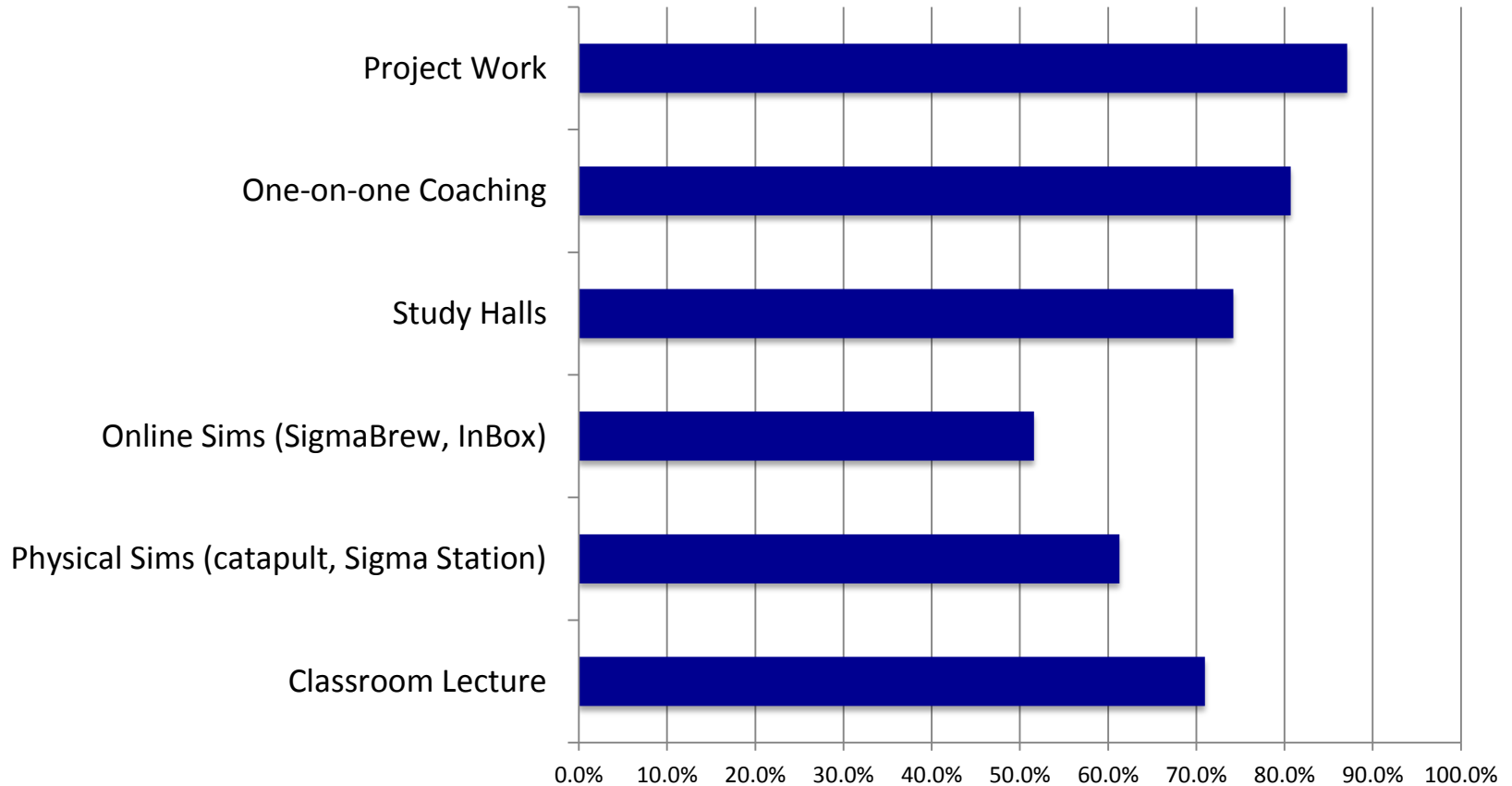# How effective is your blended training model compared to the training model you used previously?
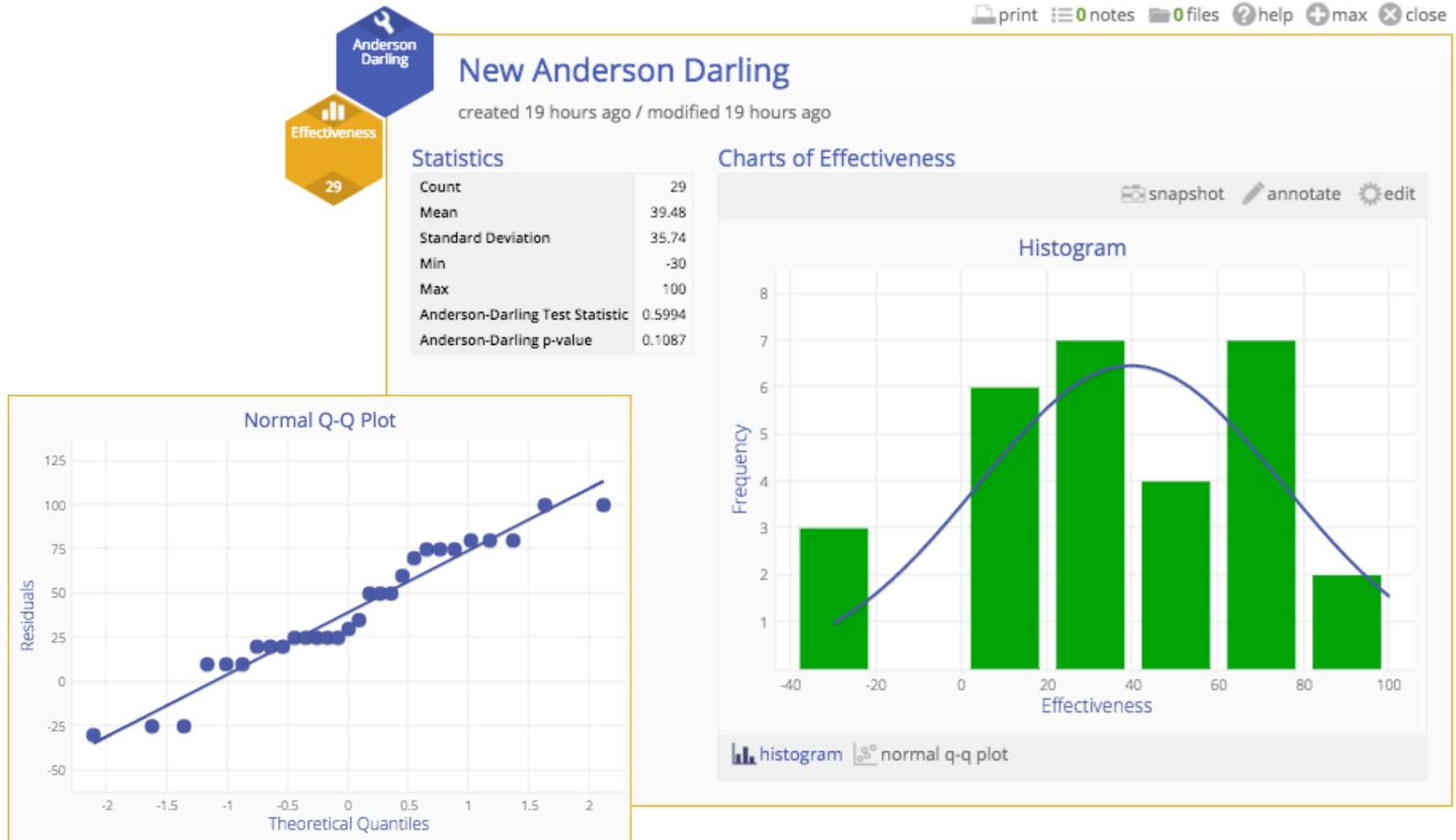
Effectiveness Leverage

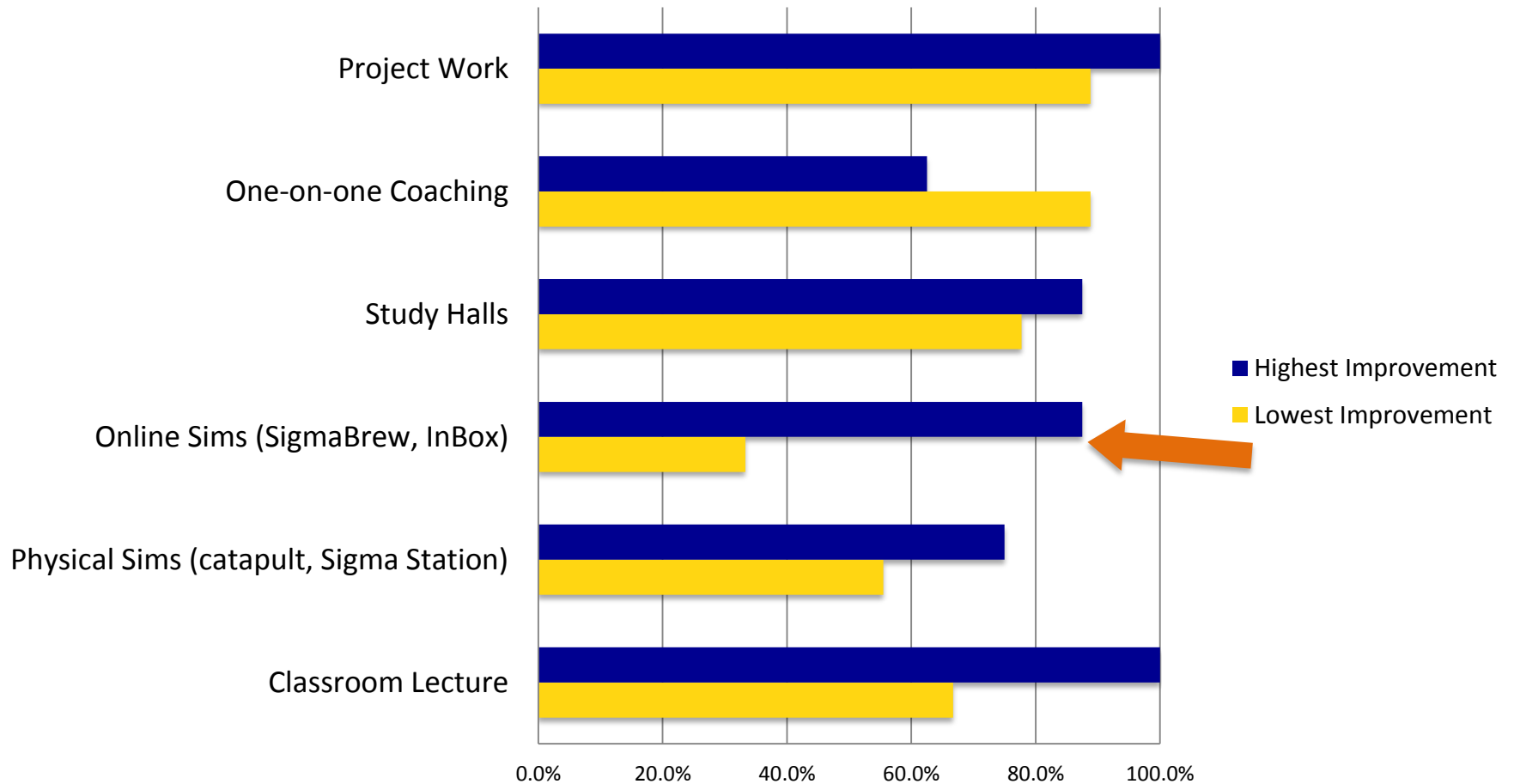100 projects per year
$50,000 per project
$5,000,000 total value

30% effectiveness improvement (median value)
x $5,000,000 = **$1,500,000**

Learning Activities Used in Blended Model – Beyond eLearning

All responses: n=29

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What are the most important success factors for your training model?

Success Factors

Factor	Value
Structured timeline and deadlines	4
Realistic Simulation/Practice	3
Scheduled Weekly/Monthly meetings	2
Reporting	2
Leadership Support for Training Time	2

From responses with greatest improvement

If you had a do-over on your blended learning design, what would you do differently?

Do-Over

Category	Value
More Simulation	7
Realign Content - Quick Improvement	2
Communicate Real Success Stories, Case Study	2
In-Person Study Hall, Workshop	2
More Practice, Shorter Cycles of Application	2
Presentation Version of Content	2
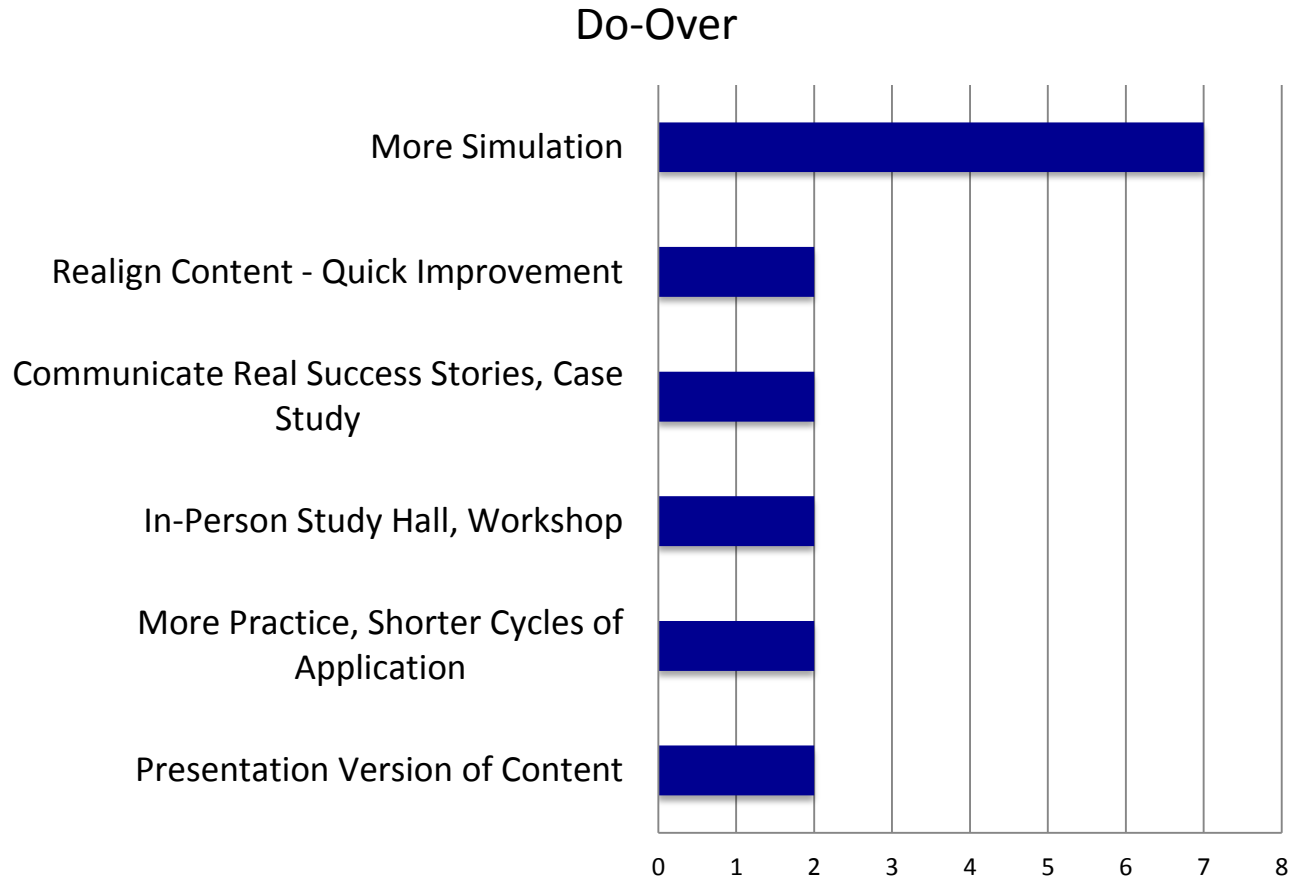
From responses with least improvement

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Questions?

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