Skills and Knowledge eLearning prospect

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Preliminaries

What is e-learning ?

- Education via the Internet, network, or standalone computer.
- Network-enabled transfer of skills and knowledge.
- e-learning refers to using electronic applications and processes to learn.
- e-learning applications and processes include Web-based learning, computer-based learning, virtual classrooms, and digital collaboration.
- Content is delivered via the Internet, intranet/extranet,

Preliminaries

- What is e-learning ?
- What is not e-Learning ?
- e-Leaning: evolution and intervention.
- On Knowledge, skills and abilities.

Why e-Learning

- Interactivity
- Content delivery/revision
- Managing learning and resources
- Collaboration
- Communication
- Sense of cohort
- Variety of teaching and learning preferences
- Formative and summative assessment

What is not eLearning ?

- Technology = eLearning ?
- Objective levels
  - Teaching, Learning and Informing.
  - Self paced learning and persuaded learning (is it required?).
  - Accessibility and reinforcement.
- Process level
  - Media, content and style.
  - Instructional design.
- evaluation
  - Q&A evaluation

- What is and what is not eLearning has a lot to do with Knowledge transfer and Skills Development

On Knowledge, Skills and Abilities

- **Knowledge** is the theoretical or practical understanding of a subject.
- **Skills** are the proficiencies you develop through training or experience.
- **Ability** is the quality of being able to do something.

On Knowledge, Skills and Abilities

- **Knowledge** is acquired through learning or experience.
- **Skill** is a practiced or learned behavior.
- **Ability** is natural or inbuilt.

On Knowledge, Skills and Abilities

- **Knowledge** increases with experience.
- **Skills** can be developed with practice.
- **Ability** can be improved to a certain extent.

Learning Methods

- Knowledge based.
- Skills based.
- Blending methods.
- Understanding Skills incorporated with eLearning.

Knowledge-Based Learning Method

- This type of information delivery aims to build upon the understanding that the learner already has. The individual build on their current knowledge.
- deliver the information that the learner needs to know, and in a way that assists them to learn it
- allow the learner to apply that information, and in ways that reflect how it could be applied in a real situation
- give feedback to the learner about what they are doing that is correct, and what is incorrect, and (perhaps most importantly!) what makes it correct or incorrect
- guide the learner through a reflection on their learning.

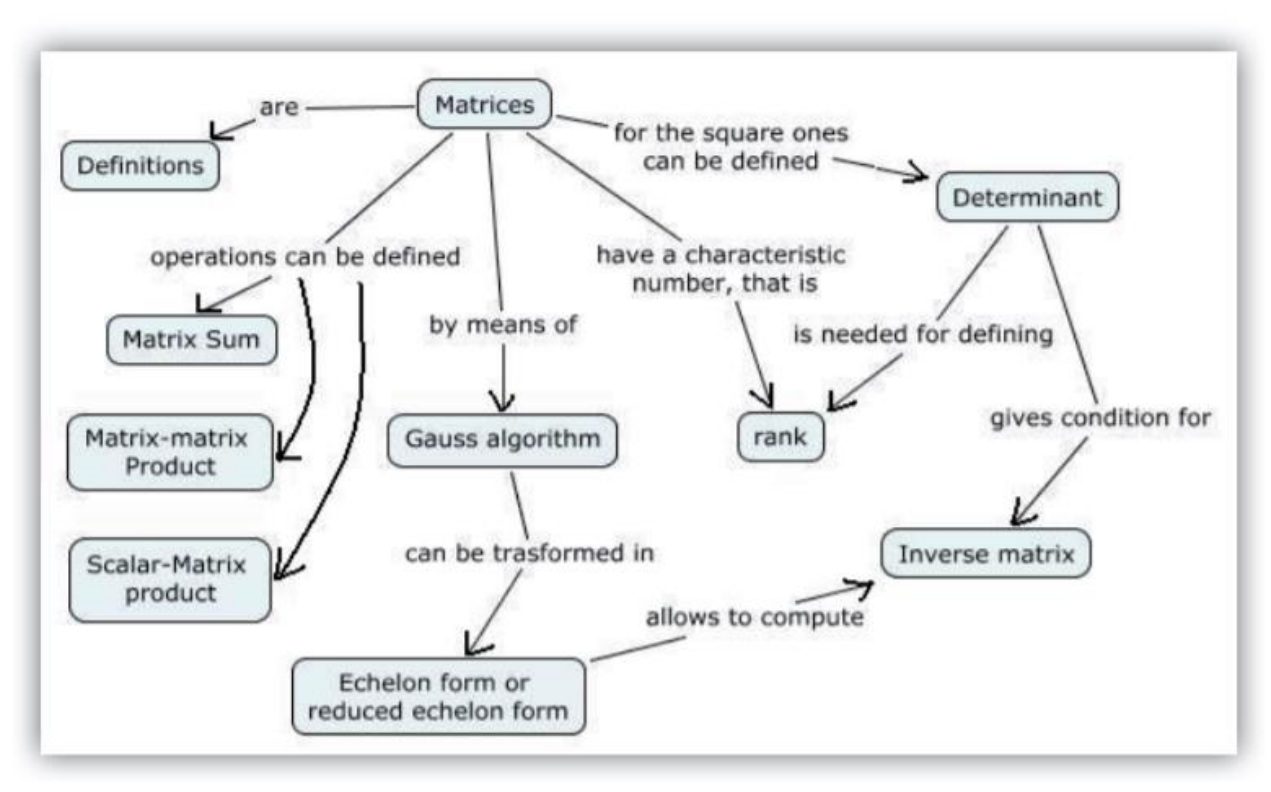
Skill-Based Learning Method

- Design activities which enable the learner to do something with the knowledge, for example simulate a real life situation
- Encourage the learner to participate in the activity by providing clear instructions and guidelines
- demonstrate the new skill at the speed at which it is normally performed while the learner is observing
- Give feedback to confirm or correct the learner's understanding

Blending methods.

- Identification of Bok.
- Identification of knowledge delivery methods and activates.
- Identification of cognitive and non-cognitive skills.
- Designing drills and activates.
- Designing scenarios.
- Pre and post assessments.
- Repetition.

Example: how knowledge and skills are represented in eLearning



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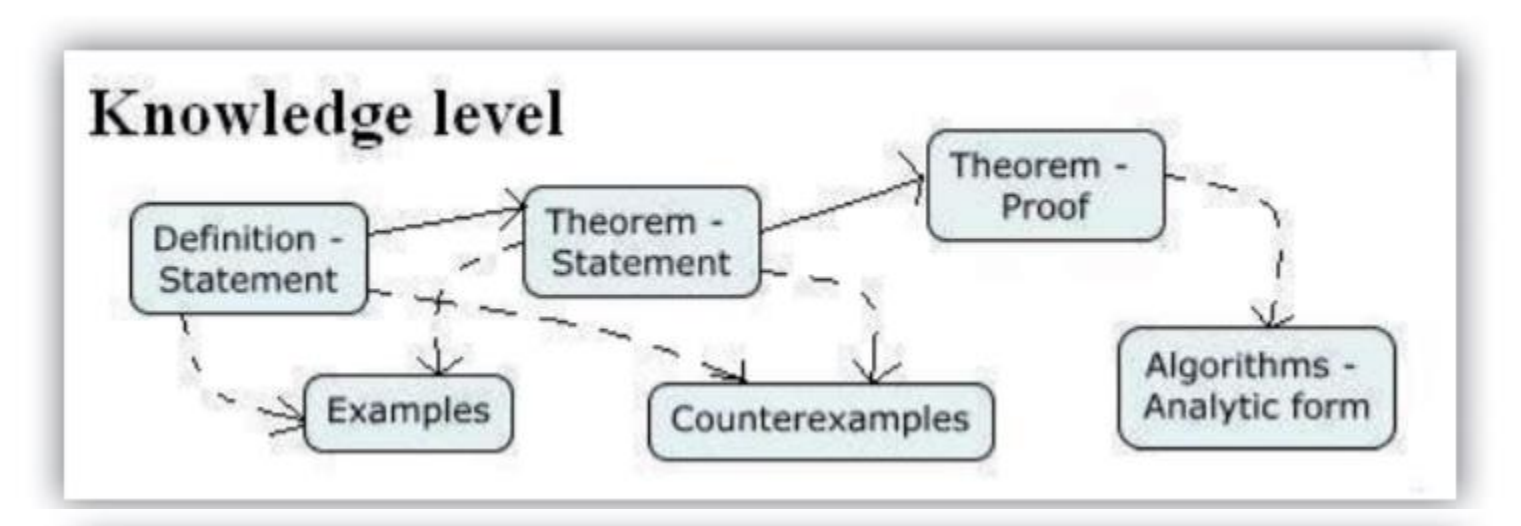

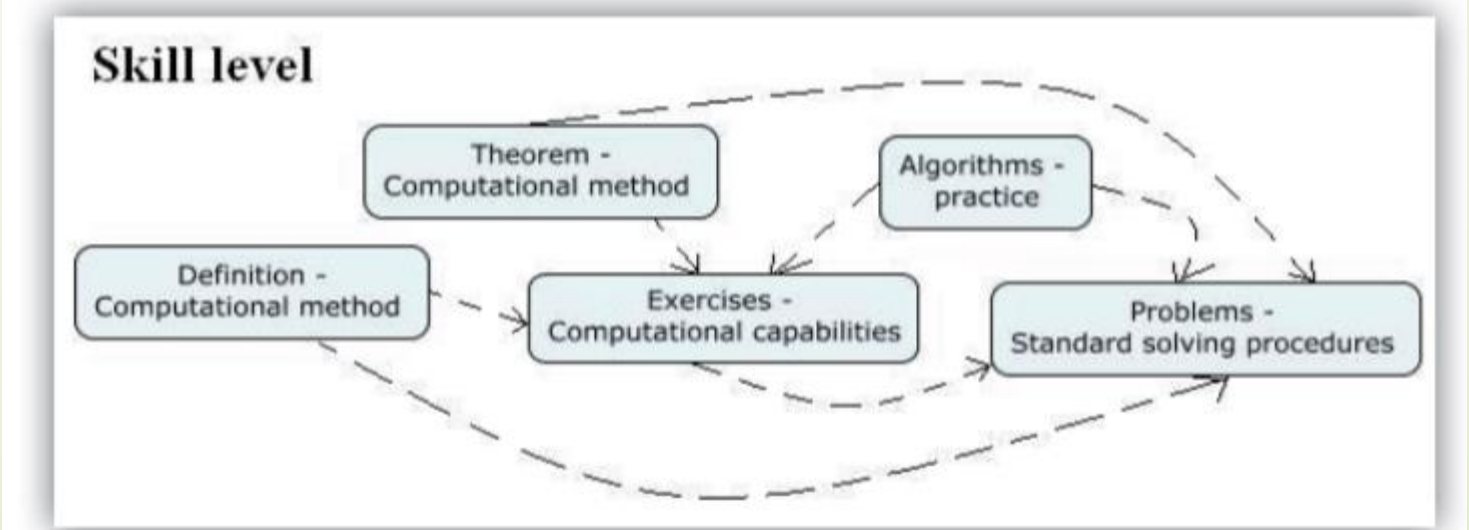

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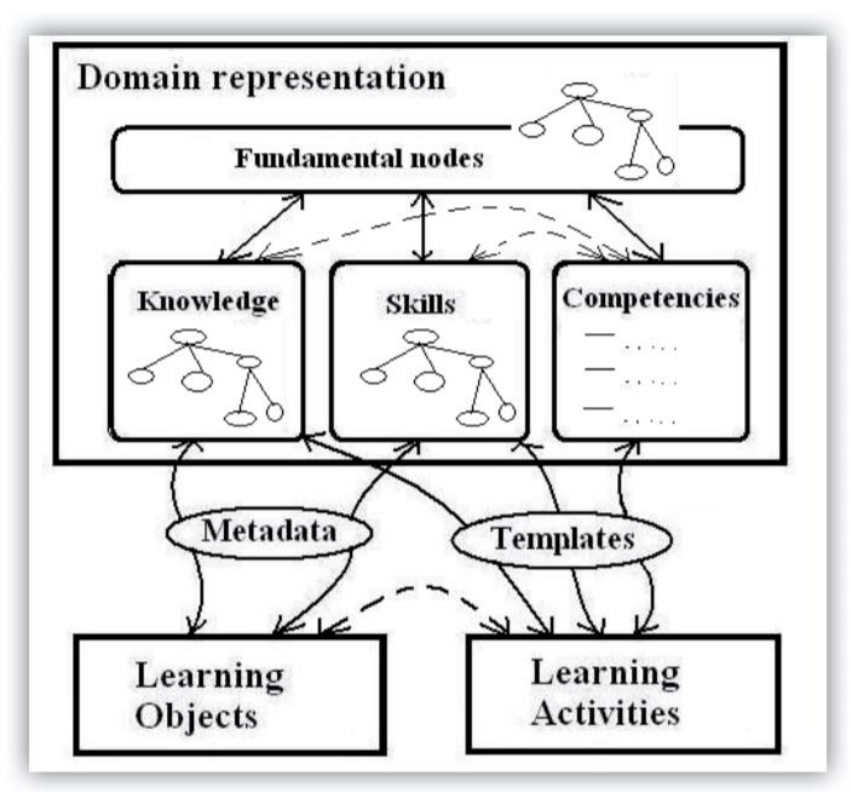

- How to address skills?

Addressable Skills

- Cognitive
- Interpersonal
- Intrapersonal