

RapidLearnTM

Rapid e-learning is emerging as the fastest-growing category of online training. It is generally defined as web-based training that can be created in days and content is typically authored by subject-matter experts (SMEs).



Key Components of Rapid e-learning

- ✘ It can be developed in days not months
- ✘ Doesn't require specialist knowledge and skills or 3rd party support to deliver
- ✘ Can utilise subject matter experts to create content
- ✘ Requires a low level of investment to create it
- ✘ May involve an element of virtual classroom delivery or be completely stand-alone
- ✘ Supports bite size learning programmes
- ✘ Facilitates effective knowledge transfer

Why Rapid e-learning?

Speed of deployment is clearly a key factor in rapid e-learning. With tactical responses to changes in the market place required today not tomorrow and rapid staff turn-over, alongside the increased need to produce support and develop higher performance in shorter time scales.

Increasingly, we are seeing Rapid e-learning as a learning solution with "fit for purpose content", developed just in time (and quickly) and deployed in a variety of settings which can include stand-alone, via a learning management system (LMS) or increasingly in a virtual classroom setting where it can be facilitated and supported in a 'one to many' distribution model.

Rapid e-learning should be quick to consume as well as to produce. Meaningful units of learning can be delivered in as little as 15 minutes.

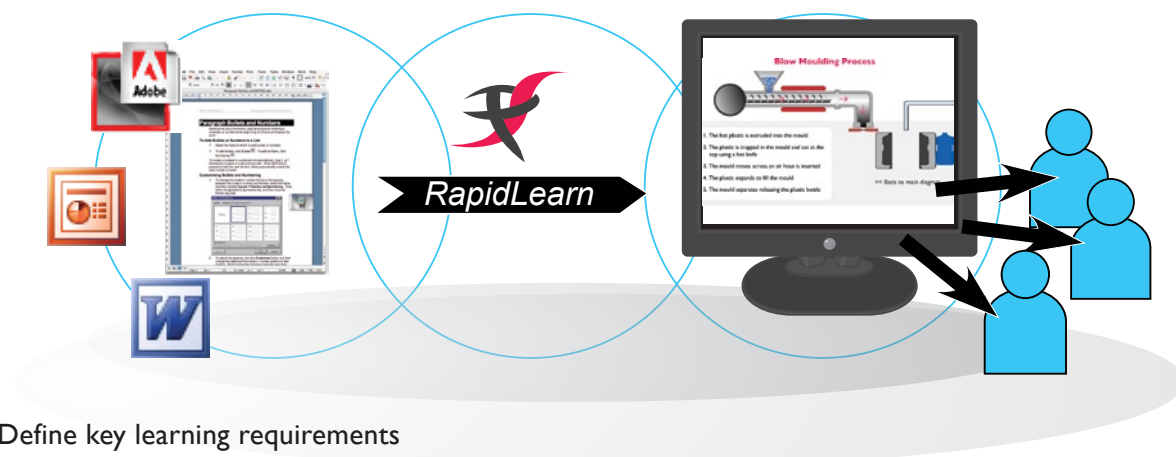
The Process

This section isn't about the mechanics of developing rapid e-learning, but more the process of assembling training programmes for stand-alone use or use in a virtual classroom session..

Rapid e-learning development may follow some of the same steps as standard e-learning development, but in reality there is no time or resource to go through all the standard hoops required for e-learning development. We suggest the following stages are essential as a guideline for anyone commissioning a rapid e-learning module.



PathFinder RapidLearn™



- ✚ Define key learning requirements
- ✚ Confirm audience and requirements with instructional design team.
- ✚ Present the key learning in PowerPoint/Word or PDF format
- ✚ Identify where audio or specialist graphics are required
- ✚ Test for content and interoperability
- ✚ Make learning quickly available to staff via e-mail, intranet, extranet or LMS.

When can RapidLearn be used?

While rapid e-learning can probably be effectively used in many different contexts, we see six content areas as having the best fit for Rapid e-learning:

- ✚ **Sales and channel readiness**
- ✚ **Capturing niche expertise**
- ✚ **Compliance training**
- ✚ **Just in time learning reinforcement**
- ✚ **Customer learning**
- ✚ **Pre face to face course benchmarking**

Just because the training content has been rapidly produced doesn't mean that the key principals of instructional design haven't been applied. On the contrary, for all rapid e-learning content our instructional designers will advise on the most appropriate method of creation based on the key objectives of the learning module.

- ✚ **Clear information flow and indexing**
- ✚ **Opportunities for learner engagement**
- ✚ **Relevant concise content**

Follow-up support for the learning such as access to a Subject matter expert or trainer, links to supplementary learning resources such as – reference documents, virtual learning sessions, or workshops.

RapidLearn can be output in SCORM compliant packages which are browser independent, with trackable content for auditing purposes.

RapidLearn™ for any time any place learning

