

## **Blended Learning Solutions with PathFinder™**

Once the results of the skills and competencies assessment (using PathFinder (TM) Assess) have been analysed you can then make a decision on the best delivery method for the personal development and training of staff based on facts. Then, and only then, when the training department completely understands the training requirements of each individual member of staff and organisational parameters should delivery methods be considered. Learning should not be designed by technology or the constraints of bricks and mortar but on the basis of organisational objectives and business strategy.

With real time information at their fingertips organisations can identify the most effective and cost efficient method of training - There will always be a place for traditional, face-to-face training - many topics simply cannot be taught without hands on experience and role play in a risk free environment. e-Learning, whether it is online via the internet and supported by mentors or CD-ROM based, also has an increasingly significant part to play, as does written material and the more traditional distance learning and videos.

Blended learning is simply an appropriate mix of two or more methods that together effectively deliver the learning requirement. Elements that should be factored in include - geographic location of audience; learning styles; language; budget; timescales and organisational culture.

Available Learning Methods

One to one coaching

Group instructor led training

Training notes linked to incorrect assessment answers

e-Learning

Rapid e-Learning



**AccessAcademy - UK**  
Your training & assessment partner

**Registered Office:**

AccessAcademy Ltd, Academy House,  
32 Bucklersbury, Hitchin, Hertfordshire, SG5 1BG, UK  
t +44 (0) 845 880 1818 f +44 (0) 1462 450954  
info@AccessAcademy.co.uk www.AccessAcademy.co.uk

Virtual Learning Environments (VLE)

Buddying Programmes (with someone identified as proficient in the role)

Mentoring individuals

"We have worked with a number of our clients to deliver successful blended learning solutions using PathFinder(TM) ", said AccessAcademy marketing director Cathy McAuley . "Each solution was determined on its own merits taking into account - resource, budget and the learning objectives of the organisation to ensure that all training programmes and development initiatives were both effective and a positive experience for the learner."

End

For further information please contact:

Lorraine McDonagh, Tel: 0845 880 1818 email: [lmcdonagh@academygroup.org](mailto:lmcdonagh@academygroup.org)

#### Note to editors

AccessAcademy Limited based in Hertfordshire is a venture set up in 2002. Initially the company was set up to develop innovative online training and assessment tools using the latest web technologies. It now offers a range of products and services, including the enterprise class PathFinder™ system – a modular workforce learning and development solution, that support all aspects of skills base management and development.

AccessAcademy is not just a technology company – they have combined their in depth understanding of the issues faced by organisations in the delivery of workforce development with their expertise in web based technologies to develop easy to use, intuitive systems and create infrastructures to deliver the optimum return on an organisation's investment in workforce learning and development. The Company is now at the forefront of its industry sector using "rich internet applications" to develop practical, cost effective solutions to overcome the issues experienced by large-scale organisations managing and developing their skills capital.



**AccessAcademy - UK**  
Your training & assessment partner

#### Registered Office:

AccessAcademy Ltd, Academy House,  
32 Bucklersbury, Hitchin, Hertfordshire, SG5 1BG, UK  
t +44 (0) 845 880 1818 f +44 (0) 1462 450954  
info@AccessAcademy.co.uk www.AccessAcademy.co.uk