Bus stop to innovation: Ready for eLearning?!

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Project aims

- Self-determined decisions for learning format

  „Does elearning suit me?“

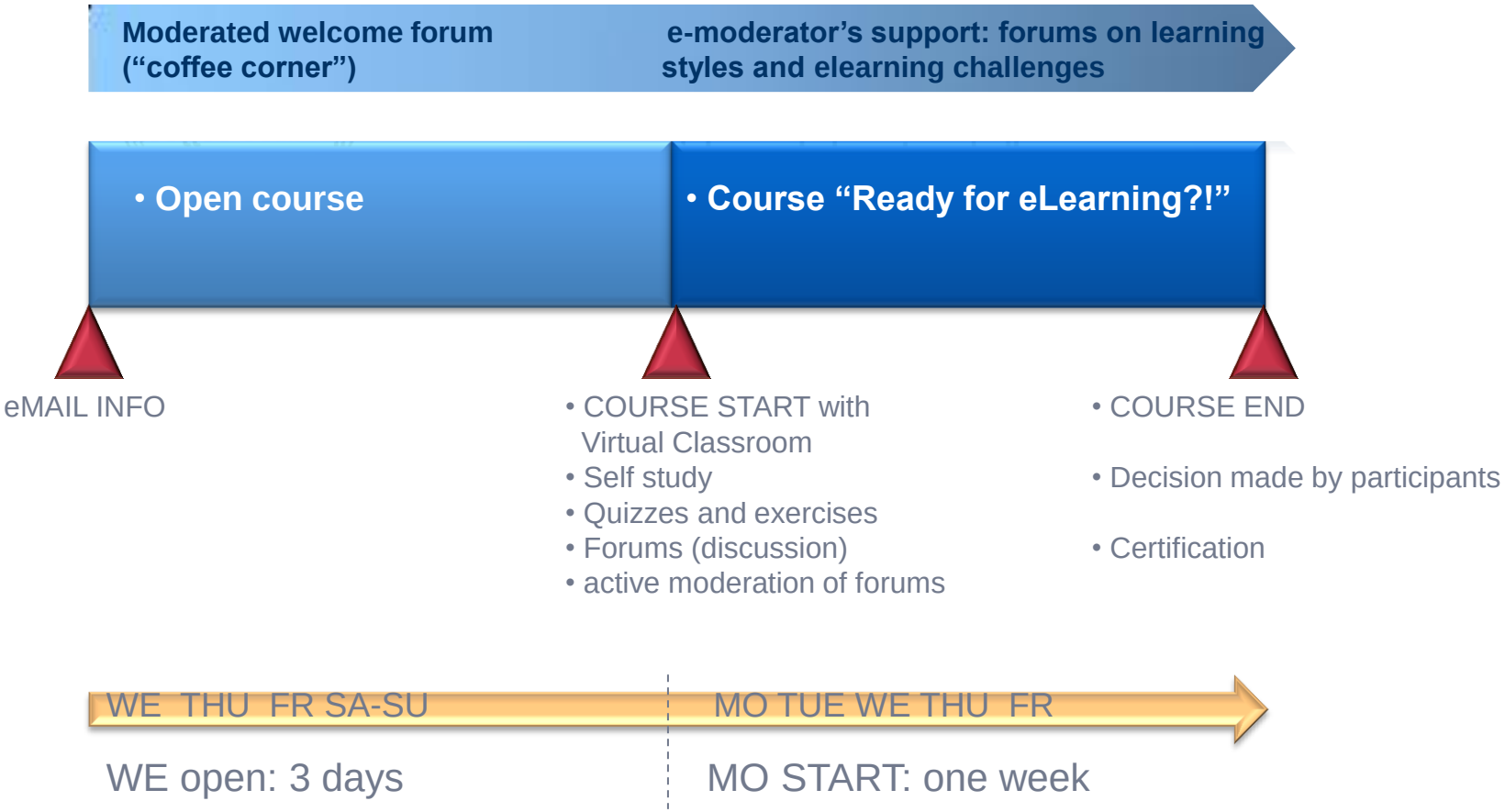
- Increase in media competency

  „How can I use forum and VC for my learning?“

- Further qualification of trainers

  „What competencies do I need for an active moderation of learning processes?“

- Widening of elearning format in the company‘s training portfolio


Moderated welcome forum
("coffee corner")
e-moderator's support: forums on learning styles and elearning challenges
• Open course
• Course "Ready for eLearning?!"
eMAIL INFO
• COURSE START with Virtual Classroom
• Self study
• Quizzes and exercises
• Forums (discussion)
• active moderation of forums
• COURSE END
• Decision made by participants
• Certification
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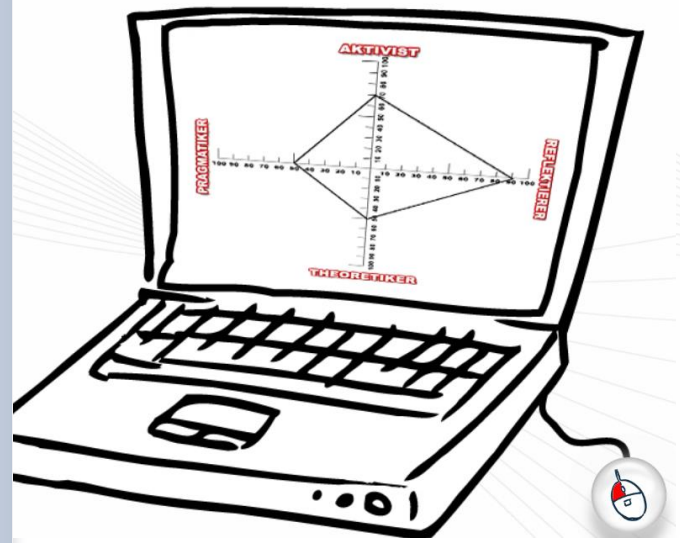
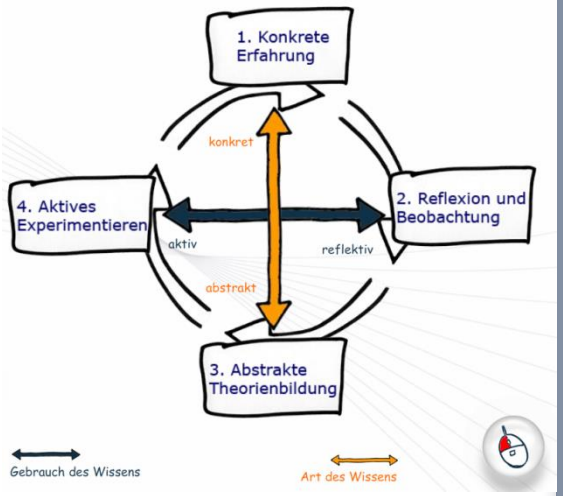
MO TUE WE THU FR
WE open: 3 days
MO START: one week

Subject: Learning styles and types

- How do I learn?
- Assessment of individual learning style – a test
- Backround information and relevance for working environment

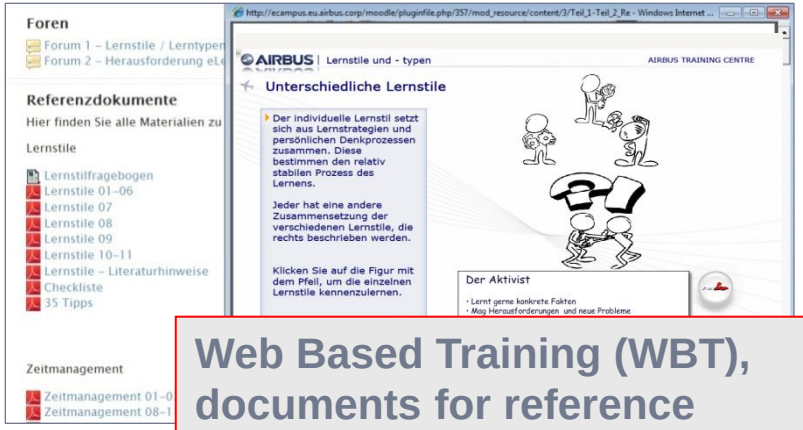


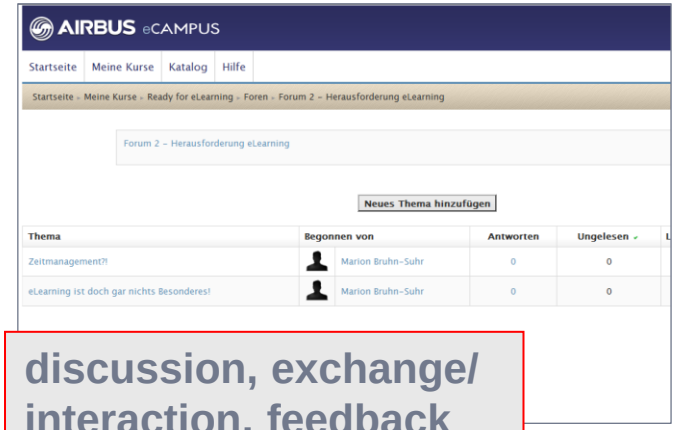


Subject: Managing your time for learning

- Time-management methods
- How to develop an individual strategy?
- How to manage your time for learning in the workplace?

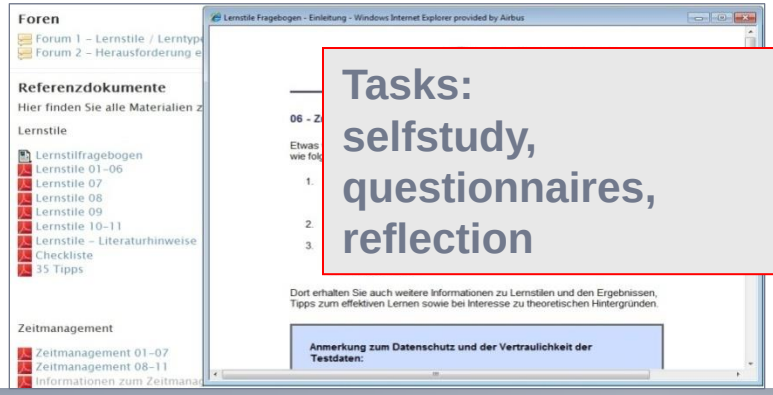
Learning process





Web Based Training (WBT), documents for reference

discussion, exchange/ interaction, feedback



Tasks: selfstudy, questionnaires, reflection

ideas

experiences

knowledge

opinions

Evaluation

- Two pilot runs with **54** signed up participants
- Drop out rate: ~ **15%**
- Participants with **previous elearning experiences**: ~ **50%**
- Professional backgrounds: **administration, production, management, training**

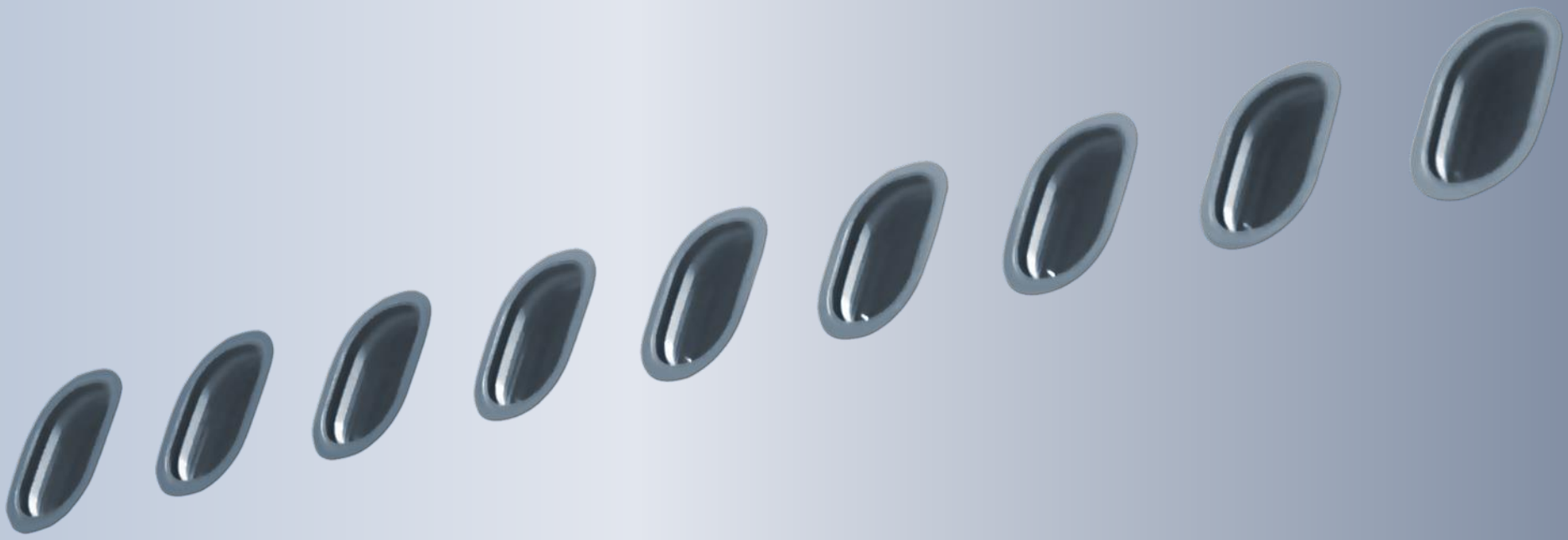
Evaluation

- Concept was approved by employees
- Discussion and reflection not part of existing learning culture
- Interactive learning concept produced unexpected learning effects
- Ideas for the improvement of the learning environment
- Idea of learning bus was born
- Integration of learning into every day work

Conclusion

- Mix of white and blue collar employees worked well
- E-moderators needed to take various competency levels into account
- And prepared employees

  - for future elearning as well as for the use of an
  - active learning community - connect@airbus



Thank you for your attention!

Questions?

Comments?

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