

# Promising Training Delivery Technologies

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Please note that this document is updated periodically as more current information is made available. Although the links referenced in this document were active as of **8/13/07**, they may become inactive over time.

## Learning about Technology for Training

### Resources:

For those of us who are not well versed in newer technologies, it might be useful to review one or more of the useful glossaries of elearning terminology that are available. Three such glossaries are:

- American Society for Training and Development (ASTD) Glossary:  
<http://www.learningcircuits.org/glossary.html>
- Learnframe Glossary of e-Learning Terms:  
<http://www.learnframe.com/aboutelearning/glossary.asp>
- ELearning Guru:  
<http://www.e-learningguru.com/gloss.htm>

For those of us who are a bit technophobic, or who would like to desensitize others who fear technology, it might be fun to read:

12 Learning Interventions That Combat Technophobia by Linda Puetz  
[http://www.learningcircuits.org/2000/mar2000/mar2000\\_elearn.html](http://www.learningcircuits.org/2000/mar2000/mar2000_elearn.html)

## Podcasts

The word "podcast" is a combination of the words iPod and broadcast. It refers to the delivery of educational content via the Apple iPod or related audio player. Podcasting is a way of publishing podcasts to the web, allowing people to subscribe to a podcast and receive new "episodes" automatically.

### Examples:

Here is a site that has a podcast that I created as a demo:

<http://www.rfcnetwork.org/content/view/298/375/>

To listen to the free podcast "Podcast on How to Podcast: By Elliott Masie," visit:

<http://www.learning2006.com/university/>

"PodCasting for Learning," a 55 minute dialogue covering a few different models for PodCast design and a discussion of the challenges and approaches to creating podcasts: <http://www.masieweb.com/pod4learning>

Please take note of a very nice set of features on the above site: multiple formatting of content. You can enjoy the content in several ways – you can download the podcast, stream it, read a PDF transcript, or print the PDF out. Some of the presentations are also offered as Flash video.

To read a case study of a company that is using Podcasts for audio learning, visit:

[http://www.gronstedtgroup.com/pdf/T\\_D\\_September\\_05.pdf](http://www.gronstedtgroup.com/pdf/T_D_September_05.pdf)

Here's another example of podcasts: Hear the latest on children's health and interviews with children's health experts at: <http://www.podcastdirectory.com/podcasts/index.php?iid=7843>

Here's a cool resource on how to use podcasts: <http://www.podcastdirectory.com/help/>

Very useful podcasts by Cybele Werts on using technology to disseminate knowledge.

<http://www.rfcnetwork.org/content/view/418/47/>

Podcast Shares Latest Research on Early Child Development: A monthly podcast series produced by FPG Child Development Institute (FPG) [www.fpg.unc.edu/news/podcasts.cfm](http://www.fpg.unc.edu/news/podcasts.cfm).

Early Hearing Detection and Intervention: Can Your Baby Hear?

<http://www2a.cdc.gov/podcasts/player.asp?f=5834>

## **New Uses of Video**

### **Examples:**

- See a demonstration of Videatives' integrated professional development solutions for in-service and pre-service teacher education at: <http://www.videatives.com/content/videatives/>
- Read and Watch "Wondering With Children: The Importance Of Observation In Early Education By George Forman & Ellen Hall at: <http://ecrp.uiuc.edu/v7n2/forman.html>
- Watch a little video that I produced for the California Department of Education titled "So Many Ways To Learn" at <http://homepage.mac.com/larryedelman/Menu5.html>
- And, of course, visit You Tube at: <http://www.youtube.com/>

## **PowerPoint to Flash Conversion**

A growing number of organizations are using a range of software programs that convert PowerPoint files with narration to flash video to create, quick, inexpensive online learning modules or tutorials.

### **Examples:**

Below are three pieces of software that convert PPT files to Flash video. Each web site offers demos and most of the software offers either a free trial period or a money back guarantee. My advice: go with a software program that allows you to make Flash files that have user interface controls (e.g. start, stop, pause, rewind, fast forward).

#### **PowerCONVERTER 5.2**

<http://www.crystalgraphics.com/powerpoint/powerconverter.main.asp?p=empconvert52e2>

**Adobe Presenter:** <http://www.adobe.com/products/presenter/>

**Captivate:** <http://www.adobe.com/products/captivate/>

#### **Articulate**

Articulate offers a daily half-hour Webinar at 2 p.m. EST explaining their product.

<http://www.articulate.com/>

#### **Articulate Samples:**

Below is a section of the Desired Results access project web site in California. In this section are online tutorials related to the California Department of Education's Desired Results assessment system that were created using Articulate.

<http://www.draccess.org/training-mod.html>

## **Higher End Computer-Based Multimedia**

Computer-based multimedia blends text, images, sound, and color to create easily accessible, interactive information delivery systems. Multimedia can be anything from a simple PowerPoint slide show to a complex interactive simulation.

### **Examples:**

- Enspire (<http://www.enspire.com>) is a company that develops elearning systems. Watch the projects that they created for Texas (Part C) Early Childhood Intervention (ECI). The web-based on-line training modules can be accessed anytime from anywhere at: <http://www.dars.state.tx.us/ecis/providers/trainingmodules.shtml>
- Check out Maryland's Early Childhood Tutorial, an online educational tool developed through a partnership between the Maryland State Department of Education, Division of Special Education/Early Intervention Services and Johns Hopkins University, Center for Technology in Education: <http://olms.cte.jhu.edu/olms/output/page.php?id=1214>
- Elliot Masie Briefing on LMS: <http://www.lms2007.com/changes>
- Tegrity: <http://www.tegrity.com/showcase.php>

## **Webinars/WebCasts**

I'm sure that you are familiar with the many companies that offer integrated online meeting facilities that can be used for online collaboration and the presentation and/or, demonstration of information. Although different companies offer different features, one can usually expect: visuals, one and two way calls, real-time question and answer capabilities, participant registration, downloads, surveying/polling, technical assistance, facilitation services, and live chat.

### **Examples:**

- GoToMeeting: <https://www.gotomeeting.com/>
- WebEx: <http://www.webex.com/>
- Adobe® Acrobat® Connect™ Professional: <http://www.adobe.com/products/acrobatconnectpro/>

Archived UCDHSC Webcasts using Adobe Acrobat Connect Professional:

- Larry Edelman's Quick Demo: <http://connect.uchsc.edu/p47194211/>
- Childhood vaccinations: <http://connect.uchsc.edu/p45274019/>
- ABCD Part 1: <http://connect.uchsc.edu/p60935585/> -
- *Developing Culturally Responsive Campaigns*: <http://connect.uchsc.edu/p76982457/>
- Answering Clinical Questions with Evidence: <http://connect.uchsc.edu/evidence>

Archived presentation from NECTAC:

<http://www.nectac.org/~calls/2007/challengingbehavior/challenge.asp>

## **Blogs**

Short for "Web logs," online journals, personal commentaries posted by the author, which usually are updated on a regular basis. It has been estimated that 6 million people posted their blogs on the Internet in 2004.

### **Examples:**

Read an article at Tech Learning that describes how blogs can be used in education.

<http://www3.essdack.org/socialstudies/blogs.htm>

John Funk's Blog: <http://eceducation.blogspot.com/>

## **Important note about Section 508 of the Rehabilitation Act of 1973:**

This law requires that electronic and information technology developed, procured, used, or maintained by all agencies and departments of the Federal Government be accessible both to Federal employees with disabilities and to members of the public with disabilities, and that these two groups have equal use of such technologies as federal employees and members of the public that do not have disabilities. It was enacted by the Workforce Investment Act of 1998, Pub. L. No. 105-220.

### **Resources:**

Consult the sites below to begin to learn how to make web sites compliant with Section 508:

[http://en.wikipedia.org/wiki/Section\\_508\\_Amendment\\_to\\_the\\_Rehabilitation\\_Act\\_of\\_1973](http://en.wikipedia.org/wiki/Section_508_Amendment_to_the_Rehabilitation_Act_of_1973)

<http://www.access-board.gov/sec508/guide/1194.22.htm>

## **Performance Support Systems**

Performance support systems (PSS) are designed to help users do things during, rather than as a precursor, to the performance of a task. For instance, a very simple PSS might involve a job aide such as a sign in a restaurant reminding employees to wash their hands. Generally, electronic performance support systems (EPSS) do so using computers and related technology to give workers information or resources to help them accomplish a task or achieve performance requirements. EPSS represent a shift from acquiring knowledge to performing tasks.

“While there remains an important role for traditional education and training, the shift to user-centered, performance-based models is both inevitable and imminent (Hannafin, 1993, 1995). The delivery model has shifted from courses that teach decontextualized knowledge and skill to modules that support performance involving relevant knowledge and skill. This shift has affected all forms of education and training (IETI, 1995). EPSS design practices represent a convergence among several related fields and specialties, including human performance technology, computer-supported collaborative work, technical communications, electronic publishing, instructional design, and workplace training (McGraw, 1994; Sherry & Wilson, 1996; Witt & Wager, 1994).” (Hannafin, Hill, and McCarthy, see below)

**Resource:**

Read *Designing Resource-Based Learning and Performance Support Systems* by Michael J. Hannafin, Janette R. Hill, and James E. McCarthy, Sonalysts, Inc. at:  
<http://reusability.org/read/chapters/hannafin.doc>

**Integrated Learning:**

We're in the midst of an e-learning revolution, which includes rapid change, a myriad of emerging technologies, and great opportunities to redeploy training investments. Following are a few related concepts, on which we should keep a sharp eye. **Learning Object:** A reusable, media-independent collection of information used as a modular building block for e-learning content.

**LCMS (learning content management system):** A software application (or set of applications) that manages the creation, storage, use, and reuse of learning content. LCMSs often store content in granular forms such as Learning Objects.

**Learning Management System** A software system that provides the platform for the enterprise's online learning environment by enabling the management, delivery and tracking of blended learning (i.e., online and traditional classroom) for employees, stakeholders and customers:

[http://www.clomedia.com/content/templates/clo\\_feature.asp?articleid=91](http://www.clomedia.com/content/templates/clo_feature.asp?articleid=91)

**ILS (integrated learning system):** A complete software, hardware, and network system used for instruction. In addition to providing curriculum and lessons organized by level, an ILS usually includes a number of tools such as assessments, record keeping, report writing, and user information files that help to identify learning needs, monitor progress, and maintain student records.

**Resources:**

Catch up on what's happening with learning content management systems and related concepts through the American Society for Training and Development's free "Learning Circuits." Among the great articles are:

<http://www.learningcircuits.org/2002/apr2002/robbins.html>

<http://www.learningcircuits.org/2001/aug2001/ttools.html>

<http://www.learningcircuits.org/2002/apr2002/mortimer.htm>

**A Few Other Cool Things of Interest:****What is RSS?:**

[http://www.usa.gov/Topics/Reference\\_Shelf/Libraries/RSS\\_Library/What\\_Is\\_RSS.shtml](http://www.usa.gov/Topics/Reference_Shelf/Libraries/RSS_Library/What_Is_RSS.shtml)

**PPT Resource:**

Illinois Accessible Web Publishing Wizard *for Microsoft® Office* expedites the process of making a Word or PPT document accessible. It still requires one to validate the html and to make sure the page is accessible. Once the html validates it can be accessed by most any browser:

<http://www.accessiblewizards.uiuc.edu/index.php>

**Example of Interesting Web Archive of Resources:**

IRIS center

<http://iris.peabody.vanderbilt.edu/>

**Open Source:**

The Institute for the Study of Knowledge Management in Education has just released OER Commons, the first comprehensive open learning network that enables users to find freely available high-quality teaching and learning materials. Created with and for educators, students, and self-learners, this broad selection of open educational resources for K-12 and higher education can be browsed, searched, and enhanced using collaborative social networking features, such as tags, ratings, and reviews. The goal of OER Commons is to bring innovation to teachers and learners around the world. Within its first month, OER Commons has forged alliances with over 60 major content partners in order to provide a single point of access through which educators and learners can search across collections to access over 9,000 open educational resources, read and provide descriptive information about each resource, and retrieve the ones they need. There are a wide range of educational resources, from complete courses to learning modules to library documents, and from algebra to zoology, all in one place. Many of the resources use one of the popular Creative Commons licenses.

<http://www.oercommons.org/>