

HOW DO I ADDRESS CONCERNS WITHIN MY ORGANIZATION?

THE VALUE OF eLEARNING

Q Doesn't implementing eLearning mean my Instructors will lose their job security over time?

A Instructors will always be the crucial facilitators of hands-on skills sessions, what most would argue is the most important piece of the training. When Instructors focus on the hands-on sessions, they focus on what they do best and on the portion of the course that prepares students for real-life scenarios and leads them to feel confident and competent in their skills. The more time-consuming cognitive portion of the course can be covered for the student with the online training, and then Instructors have more time to concentrate on students' knowledge gaps, remediation, and hands-on sessions.

Q There is no one at my organization to champion changes like eLearning implementation. How can I justify the change management required for the transition?

A Across all organizations, once eLearning is implemented, the number of trained individuals can largely expand because of the flexibility of eLearning training, thus building life-saving skills and furthering the AHA's mission to save more lives. See below for more information on how to calculate the costs of eLearning and how those would compare to the current training costs at your organization.

Q What is the benefit of changing the classroom training process that is already working in my organization?

A There are many benefits for an organization that transitions to eLearning and blended learning.

- You can appeal to many kinds of learners, and show that your organization is in touch with the latest market trends. Many learners (especially younger students) prefer learning on their own time and schedule.
- You can minimize scheduling restrictions and the costs associated with them.
- You can train more employees in lifesaving skills by being able to reach remote employees and by providing consistent training.



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Q Is there a cost savings if I introduce blended learning to my organization?

A While there is an initial operational commitment to jumpstart blended and eLearning at your organization, this eventually results in effective and efficient training based on how you manage it. The cost to adopt eLearning is different in every organization based on volume of training, access to a Learning Management System (LMS), costs to arrange and pay Instructors for hands-on skills sessions for blended course. We've created a cost calculator to use as a reference point as you plan for the transition in your organization. Please note: costs differ by organization - this is meant to be a directional guide to assist in answering this question.

Q How would I even begin the process of implementing AHA eLearning?

A You can try piloting eLearning in your organization with one course or in one department. Think about opportunities to introduce eLearning with staff that enjoy spearheading new technological/innovative ideas. Look at this as a chance to influence your organization's training quality and efficiency. Have you tried introducing eLearning with one course and seeing how it goes? Some organizations have seen success using blended learning with remote staff who might not have the time to travel for a full classroom course. Changing your training processes gradually gives you the opportunity to test and identify what works best (and what doesn't) for your organization.

Alternatively, changing your training processes all at once might be the answer for your organization. Benefits to this approach might include efficiencies of scale and managing employee communications.



COMPARE THE COSTS FOR AHA ELEARNING

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