



Convenience Learning International



Interactive Training versus Classroom

A REAL LIFE INDEPENDENT STORY

Why use Interactive Multi-media Training?

KEY BENEFITS:

Increased Productivity

Reduced Risk

Lower Costs

Background:

The following independent study was conducted by a manufacturer with revenues approaching \$2 Billion. The Company has more than 6,500 employees in over 80 locations around the world. In the interest of basic privacy, the name of the company, locations and employees have been removed from this report. Contact information concerning this study can be provided upon request, in writing to Convenience Learning International.

Here is their story:

The Company wanted to evaluate whether or not Computer Based Interactive Training was an effective method of delivering some of its safety and environmental training. The goal was to compare the effectiveness of Computer Based Training versus the training presently being conducted at Company locations. Their pilot test was to put a stand-alone computer training system up against their current method of delivering training to plant employees where a trainer delivers information to the employees.

Since Safety Training was given regularly, each location had someone responsible for giving the training (usually Safety Coordinators). Three training courses were selected to be included in the comparison:

- Lock-Out/Tag-Out (given in location A and location B)
- Ladder Safety (given in location B)
- Working with Hazardous Materials (given in location A)

The Method:

Each location provided the following:

1. A group of 10 employees who were assigned to the “**Control Group**” and another 10 employees who were assigned to the “**Test Group.**” “The Control Group” was trained by their location Safety Coordinator. The “Test Group” used the Computer Based Interactive Training.
2. To ensure comparability, both the “Control Group” and the “Test Group” had a mixture of employees; different ages, varying education backgrounds and years of employment at the Company, and a variety of different jobs.

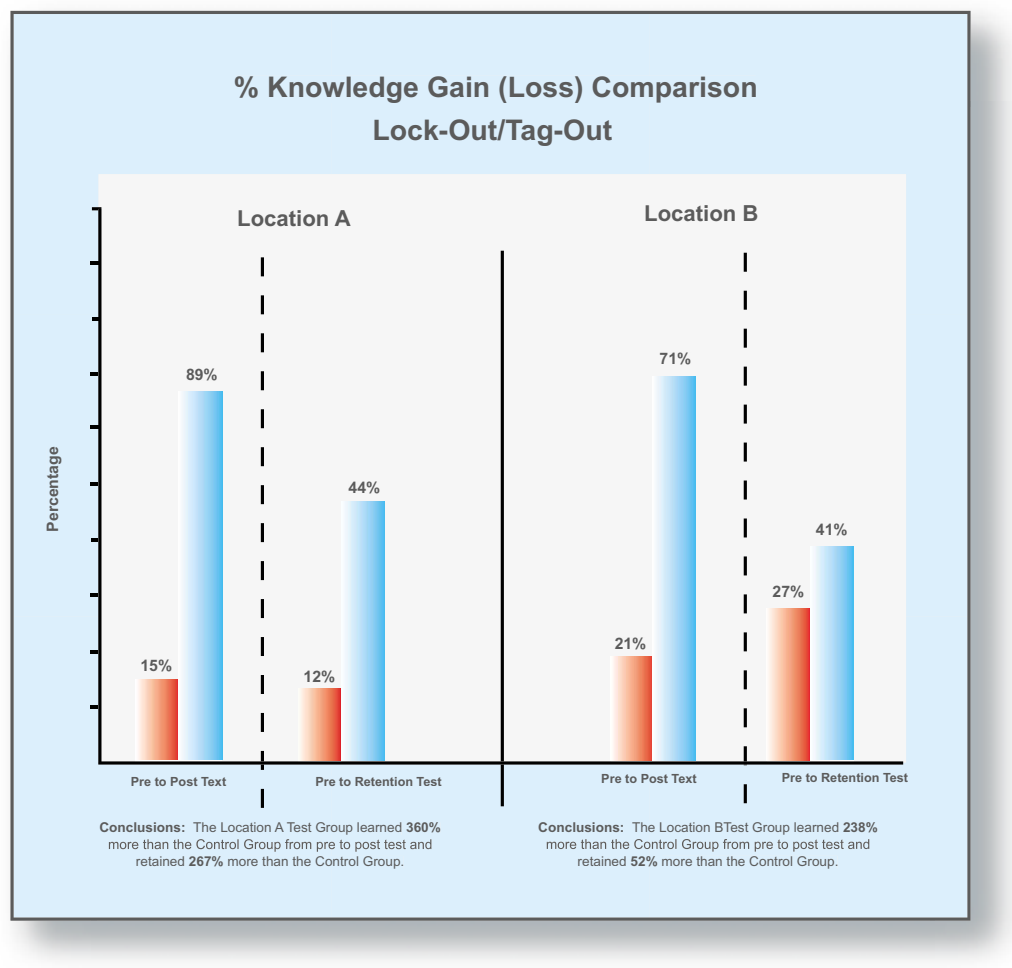
Two Safety Coordinators were selected to train the “Control Group” Joe, location A, who was a somewhat inexperienced trainer and Jane, location B, who was much more experienced in delivering safety training. It was felt that these two trainers would be representative of the way Safety Training was provided at all company locations.

To ensure comparability of the subject matter content, a videotape was provided to each trainer which contained the same video information as the CD-ROM course.

Measurements:

1. Pretest - Before training was delivered, a test was given to measure the knowledge that each employee already possessed on the subject matter.
2. Post-test - Directly following the training, a test was given to measure the knowledge learned during training.
3. Retention test - A test was given 3 weeks after training to measure the knowledge retained

Results:



Conclusions:

The location A “Test Group” using Computer Based Interactive Training learned **360%** more than the “Control Group” using classroom training from the **pre to post test** and retained **267%** more information.

The location B “Test Group” using Computer Based Interactive Training learned **238%** more than the “Control Group” using classroom training from the **pre to post test** and retained **52%** more information.

Benefits:

1. Key training benefits on Computer Based Interactive Training

- Increased learning
- Increased retention
- Uniform training message

2. Key business benefits of using Interactive Training versus Classroom

- Increased productivity
 - Training can be completed individually, no need to stop production to train 10-20 employees
 - Time to complete courses 50% lower = less time in training
 - Better use of Supervisors and Safety Coordinators time
 - Employee satisfaction
- Reduced risk
 - New employees temps trained prior to going out on the floor
 - Better documentation that can serve as evidence of learning
 - Documented training records are stored automatically so no one has to be assigned the task of record keeping
- Lower Costs
 - Estimated training costs at least 50 % lower than traditional classroom training
 - Provides a means to more efficiently manage scarce resources

For a complete and detailed report of the methods and findings from this independent study, please contact Convenience Learning International.

Let Convenience Learning International show you how to Make Training Profitable.

CONTACT US:

info@clearning.com
www.clearning.com



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