Myths about E-learning

**Myth: E-learning is about replacing classroom training.**
**Truth:** Maybe or maybe not. E-learning is generally seen as better than physical classroom instruction for knowledge transfer. However, most organizations that are adopting e-learning are blending e-learning with classroom learning, using each to its best advantage.

**Myth: E-learning is just reading text on the screen.**
**Truth:** Some products sold as e-learning courses are little more than “page-turners,” but most e-learning course designers aim for learner interactivity with the course material, instructor, and fellow learners. You have to judge how well each course accomplishes this aim. At its best, e-learning is extremely engaging, rich, and instructionally powerful.

**Myth: E-learning is strictly a cost-saving measure.**
**Truth:** Although e-learning requires significant initial investment, organizations can generate huge cost savings due to reduced travel, trainee and instructor time savings, and reduced facilities costs. But there are several other major reasons for implementing e-learning, including reaching more learners, achieving faster knowledge dissemination, global consistency of instruction, and managing organizational learning more systematically.

**Myth: E-learning is just for teaching information technology.**
**Truth:** Certainly not! E-learning is used today to support a wide range of topics and competencies, from highly technical content to business and personal skills.

**Myth: E-learning removes the role of the instructor.**
**Truth:** E-learning allows instructors to spend less time on basic knowledge and skill development. It can enhance classroom instruction by ensuring that trainees master basic concepts before they get to the classroom. e-learning can also enrich the role of instructors who are willing to learn new skills, such as live e-learning facilitation, online coaching, and online course management.

**Myth: E-learning dismisses the importance of discussion and collaboration.**
**Truth:** Virtual classrooms, discussion boards, and many other strategies support collaborative learning, both synchronously and asynchronously.

Drawn from *Making E-learning Work in the Nonprofit Sector* authored in part by Isoph (www.isoph.com), now LearnSomething (www.learnsomething.com).