



Technology Transfer & Training

People Matter

Computer-Based Learning Object (CBLO)

Components

Computer Based Learning Objects (CBLOs) are standalone instructional components used to support your learning environment. Delivered electronically, these media-rich and learning-centric building blocks can provide unique benefits over their more traditional counterparts. This includes benefits such as:

- Assuring flexibility in scheduling training since CBLOs can be self-paced.
- Providing consistent training across delivery modes—classroom, online, self-study learning guides.
- Simulating the practice environment when it is impractical, intimidating, or unsafe to practice in the real world.
- Repurposing building blocks for second-generation training or for prescriptive training to suit different learning groups.
- Providing immediate access to a “virtual trainer” for on-the-job performance support.
- Using auditory and visual media to satisfy multiple learning styles and increase motivation.

This is important because:

Although manufacturing environments understand the need for effective training, they also realize the hurdles associated with scheduling employees for training. Once scheduling is accomplished, there additional concerns regarding the consistency of the learning events.

Creating CBLOs for your training environment makes it possible to schedule training more flexibly and provide opportunities for independent learning. Additionally, reusing learning objects for multiple courses increases consistency, while repurposing them for a variety of events increases your return on investment and reduces your training cost over time.

Discovery

- Do you find it difficult to schedule training events in your operating environment?
- What is your vision of the best solution for delivering second generation training?
- Could you use similar learning components for multiple learners?
- Do your employees have access to computers?
- Do subject matter experts provide training?
- Would it help you to access instructional materials that you could simply insert into new training programs?
- Do you want your employees to take ownership of their learning?

Complementary Services Offered

Course Development Service
Job Aid Development



Tasks

- Identify the needs of learners and their learning environment.
- Design CBLOs relative to instructional events that are part of the overall learning environment.
- Develop CBLOs.
- Implement and test for technical and user fit.
- Evaluate how objects are used and maintained.

Benefits

- CBLOs provide building blocks you can assemble into a training program.
 - Based on learner needs.
 - Supporting the transfer of knowledge through activities.
 - Used by subject matter experts to deliver training.
 - Tailored to meet specific learning goals and objectives.
- CBLOs can be created generically to fit multiple uses.

Common Questions

How do we begin using learning objects?

The beauty of learning objects is in their portability. Using them in a class environment as smaller lessons, activities, and quizzes is the first step to incorporating them into a more individualized program that supports independent study.

Our networks don't have the capacity for handling extremely large files. Would that be a problem?

No. Learning objects can be published to meet your technological requirements. Most instructional components are designed to be as small as possible, even when including video, to enable delivery—either over your organization's network or on CD.

We don't have a large training budget. Can you create material that is cost effective?

Our instructional designers use tools specifically designed to create CBLOs as rapidly as possible. In particular, if you have rich sources of material available for training, the designers can create tutorials, activities, assessments, and other objects about as quickly as traditional classroom materials.

What topics or instructional components would make good beginning learning objects in our environment?

Choosing where to begin depends primarily on your learning needs. However, system overviews, changeovers, and generic topics, such as safety and quality, often have readily available information, are easily created, and are most frequently used.