



Government
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Building the E-Learning Workplace



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Canada

E-learning: A culture shift







E-learning holds the promise of making lifelong learning accessible and affordable for all Public Service employees. Because the concept is relatively new, organizations, managers and learners need to be aware of the challenges associated with embracing e-learning, and must develop strategies for success.

Some successful strategies








For the organization

-  Recognize that e-learning has a place in the organization's learning strategy and give it active support.
-  Expect no more of e-learning than you would of other learning approaches.
-  Involve the right stakeholders — IT, learning specialists, HR and senior management champions.
-  Have a local champion to facilitate implementation and ongoing success.
-  Create a supportive environment.
-  Create dedicated e-learning workstations.
-  Ensure there is adequate in-house technical support.
-  Invest in e-learning solutions that provide for evaluation of outcomes.
-  Position e-learning as a complement to other forms of learning.

For the manager

-  Develop learning plans with employees and identify suitable e-learning products. Tie these to other forms of learning through a "blended learning" approach.
-  Monitor employees' e-learning progress and promote further use.
-  Ask learners to tell you when they have completed a course or other activity and include it in their official training record.
-  Ask employees to give feedback on the learning activities and to share their experience with their co-workers.
-  Collect testimonials and promote success stories.
-  Support e-learning away from the learner's workspace.







For the learner

-  Develop a personal learning plan with your manager. Choose those e-learning products that support operational or professional development goals, or both.
-  Talk to your manager about blocking off time for e-learning.
-  Check to see if a dedicated e-learning space has been (or will be) created.
-  Identify a contact in IT that can help if you run into technical difficulty with the program.
-  Be prepared to give your manager feedback on your e-learning experience.
-  Ask that all completed learning activities be noted in your training record.
-  Share your newly-acquired knowledge with your colleagues.

Campusdirect: **A key building block**

Campusdirect is an innovative e-learning portal centred on self-directed products that address the common learning needs of Public Service employees. *Campusdirect* also links to a wealth of online resources, including guides, websites, associations, professional journals, conferences and special events, plus our electronic learning resource, *CampusXpress*.

To help you achieve your e-learning goals, *Campusdirect*:

-  Offers access to over 300 English and French self-directed online learning products.
-  Provides single-source e-learning access, allowing users to compare products, prioritize and plan their learning, and to find what best fits their needs.
-  Selects and develops products to meet the common learning needs of Public Service employees.
-  Provides full client support.
-  Provides management reports on *Campusdirect* usage within your organization.
-  Provides evaluation and feedback tools.

At *Campusdirect*, we work closely with our clients to implement successful e-learning strategies.

For more information



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