



TenStep Supplemental Paper

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A-Learning

E-learning once seemed like the most efficient best form of training. However, it does have limitations. A new approach in the e-learning process, called Electronic Action Learning (or A-learning) addresses some of the loopholes in the e-learning method. A-learning is cost effective, easy-to-use and accessible any time. It also offers just-in-time skills building facilities.

How A-learning Differs from E-learning

1. E-learning relies on text and definitions for building knowledge, while a-learning relies on practical exercises.
2. In e-learning, graphs and models depict ideas, whereas in a-learning, interactive exercises are used to convey ideas.
3. In the case of e-learning, the learning is quantified through quizzes and tests. A-learning, on the other hand, is quantified by measuring the number of jobs completed successfully.
4. E-learning is designed to support individual learning, unlike a-learning, which supports collaborative learning.

An a-learning program includes:

- **Exercises.** Since a-learning courses are based on action, they include exercises that learners complete while working on a job.
- **Reusability.** A-learning programs can be used many times without getting stagnant.
- **Collaboration.** A-learning enables interaction between multiple users. For instance, a manager can employ other managers or staff to arrive at an appropriate conclusion in a decision-making program.

In general, A-learning does not use tests and quizzes to assess learning. It relies on improvement in job-related performance to measure the impact of training. Therefore, a-learning should be employed when employees need to learn new, specific, actionable skills, while e-learning should be used for imparting new knowledge that may or may not result in specific, measurable actions.