There are many benefits and advantages to e-learning when compared with traditional classroom training. Some are obvious, some are not. Here are just a few of the key benefits and advantages of e-learning.

- **e-Learning saves money** – Classroom training typically incurs substantial delivery costs, production costs, travel and location costs, and set-up and material costs. These costs rise for each additional learner. E-learning, on the other hand, incurs only production costs and small implementation costs. And because these costs are fixed, the return on investment increases with each additional learner. There are indirect cost savings to e-learning as well, because learners typically spend much less time away from the job when using e-learning than they do when attending classes.

- **e-Learning is more effective.** E-learning combines a variety of rich media and interactivity – audio, video, quizzes, simulations, etc. – that leads to increased retention and a stronger grasp on the material. The ability to personalize the learning to the individual needs and learning styles of learners gives it another edge over classroom training. E-learning gives learners more control, as learners can typically start over, revisit, or replay segments in a way that is typically impossible to do in a classroom. E-learning also provides a safe place for learners to make mistakes, which can be a crucial aspect to successful learning. No one likes to fail in a classroom full of other people. E-learning lets the learner fail without fear and then provides the feedback to get them back on track.

- **e-Learning is convenient and accessible.** E-learning can be accessed anytime and anywhere. Because it is self-paced, learners can work at their own pace and fit the training into their own schedule. With an ability to precisely and quickly control and change delivery times, e-learning can take advantage of “down time” for employees or can be delivered “just in time” to synchronize with job tasks.

- **e-Learning provides a standard message** – With e-learning you can deliver consistent training through a standardized process. You avoid the problems caused in the classroom when different instructors cover the same material in different ways.

- **e-Learning can be updated more easily.** It is much easier, and more affordable, to update e-learning than to update and reprint materials, retrain instructors, and re-conduct classroom sessions.

*Results comparable to those of instructor-led training have been achieved in 40 to 60 percent less time (with e-learning).*

J. Zenger

*We need to bring learning to people instead of people to learning.*

Elliott Masie, Masie Center

*Online learning is not the next big thing, it is the now big thing.*

Donna J. Abernathy