

BLENDED LEARNING BEST PRACTICES

AFORMAC/Osengo

Design and set up a system of blended learning	
Still ongoing 2020	Gereso training - Professional training
Element	Guiding questions
Type of document	Training and training description
Publisher	Gereso
Target audience	Trainers, pedagogical engineering managers, training managers and project managers, training and e-learning device designers.
Field	All types of vet training <ul style="list-style-type: none"> - Language learning for migrants - Unemployment (outside labour market) - Vocational training (inside labour market) - Entrepreneurship
Objective	Create a blended training combining "off line" (face-to-face) and "on line" (digital) training
Location /geographical coverage	The practice was elaborated in france and is in french. The content can be translated and would be usefull in any country so far it can be read.
Introduction	The availability of new training tools on the market (off-the-shelf e-learning modules, rapid-learning, blended learning, serious games, web conferencing, etc.) Always raises many questions for corporate training professionals: how to choose among all these solutions? How can we build a training course that brings together the different types of learning and that is innovative, effective and simple to set up? How do we go about it and what are the key factors of success?
Stakeholders and partners	The beneficiaries / target group of the good practice are trainers, pedagogical engineering managers, training managers and project managers, training and e-learning device designers.
Financing body	The financing body is gereso for the training itself and for the participants it's their own financings.
Context	La mise à disposition de nouveaux outils de formation sur le marché (modules de e-learning sur étagère, rapid-learning, blended learning, serious games, webconférences...) Suscite toujours de nombreuses interrogations de la part des professionnels de la formation en entreprise : comment choisir parmi toutes ces solutions ?

<p>The main objectives</p>	<ul style="list-style-type: none"> • To have a map of the different training systems and understand their differences and specificities. • Analyse your needs and the most appropriate blended training system. • Transposing an existing training module into a blended learning system: an innovative and pragmatic method for analysing content and tools. • Analyse the impact on your target audiences and formalise your roadmap.
<p>The description of the practice</p>	<p>The idea of the practice; The main activities - program flow process, its stages; People or groups involved in the implementation of the practice - what was their role?</p> <p>Identify the expectations of trainees in the digital age The impact of digital for our customers, employees, trainees, etc.' ' The new learning modalities ' The stakes for the training department and its training offer Agile methods to assess the state of play in your context Map the current pedagogical devices Understand blended learning and related terminologies. ' Mapping the pedagogical modalities (digital and non-digital): the right content, For the right support, for the right lens Identify why the e-learning lever used alone does not work. Case studies Matrix of modalities according to learning modalities (bloom's taxonomy) Do" and "don't" analysis Frame your needs to transpose your modules efficiently To blended learning ' Formalize the ambitions of the project and the specifications Analyze the needs of the trainees and what the training module should meet. In its blended learning version Objectify the future device according to your constraints. Based on one of your existing modules, formalize your future mixed system as follows The co-design method Design and implement a b.l. device according to the best Expected experience Appropriate the methodology to design a training module in I.I. To analyze the digital/non-digital device imagined from the point of view of the trainee, the trainer, the Training coordinator Define the relevant distribution of content and the appropriate</p>

	<p>pedagogical methods.</p> <ul style="list-style-type: none"> ' Mapping the facilitating tools to digitize its contents ' Formalize the success factors <p>On the basis of one of your existing modules, design your future mixed system according to the</p> <p>Co-design method</p> <p>Succeed and "sell" a blended learning training system</p> <p>Analyze business strategies that have driven blended learning.</p> <p>Specify the impacts on your blended learning process: who, what, how?</p> <p>Identify your levers to federate your audiences in the face of these changes.</p> <p>Case studies</p> <p>Analysis of possible solutions (creativity methods)</p> <p>Formalization of your roadmap</p>
Outcomes of the practice	A training allowing the analysis of one's own needs, the exploration of possible solutions, as well as the sharing of one's professional situation and experience a true pragmatic method of training construction, easily reusable in the company. The experimentation of interactive tools to promote digital in the classroom.
Success factors	Take part in the training and apply the methodology. Blendedevet project could be one success factor
Constraints	No challenges
Development of the practice	The practice is still ongoing so very highly developed right now.
Conclusion	<p>Creating a blended training combining "off line" (face-to-face) and "on line" (digital) allows you to :</p> <ul style="list-style-type: none"> - have a cartography of the different training systems and understand their differences and specificities. - analyze your needs and the most appropriate blended training system. - transpose an existing training module into a blended learning system: an innovative and pragmatic method for analyzing content and tools. - diagnose the impacts for its target audiences and formalize its roadmap.
Related resources that have been Developed	https://www.gereso.com/formations/ingenierie-formation/formation-concevoir-et-mettre-en-place-un-dispositif-de-blended-learning
Language(s)	The good practice document is available in french
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