

SYNCHRONOUS VS. ASYNCHRONOUS LEARNING

Benefits and limitations

SYNCHRONOUS

BENEFITS

GROUP LEARNING & SUPPORT

- INCREASED LEARNING THROUGH SOCIAL INTERACTION.
- FACILITATOR CAN ADAPT DELIVERY TO SUIT NEEDS OF ATTENDEES.
- DEDICATED LEARNING ENVIRONMENT WITHOUT DISTRACTIONS.
- IMMEDIATE ANSWERS TO QUESTIONS, REMOVING BARRIERS.
- INSTANT FEEDBACK AND ASSESSMENT OF LEARNING.
- FACILITATOR FEEDBACK CAN BE RICH AND DETAILED.

LIMITATIONS

FLEXIBILITY & AVAILABILITY

- REQUIRES LEARNERS TO BE AVAILABLE AT THE SAME TIME.
- WILL DISRUPT THE FLOW OF WORK.
- REQUIRES SUITABLE PERSON TO BE ABLE TO FACILITATE THE LEARNING.
- TRAINING DELIVERY IS LIMITED BY AVAILABILITY OF FACILITATOR RESOURCING.

ASYNCHRONOUS

BENEFITS

PERSONALISED LEARNING

- CAN BE UNDERTAKEN AT A TIME AND PLACE THAT SUIT THE INDIVIDUAL.
- INDIVIDUALS CAN STUDY AT THEIR OWN PACE, REVISITING LEARNING ACTIVITIES IF THEY WISH.
- INDIVIDUALS CAN CHOOSE THE ELEMENTS OF LEARNING THAT ARE RELEVANT TO THEM.

LIMITATIONS

MOTIVATION

- REQUIRES PERSONAL MOTIVATION
- LEARNER NEEDS TO PLAN TIME TO CARRY OUT LEARNING.
- NO FACILITATOR TO ANSWER QUESTIONS, DELAYING LEARNING.
- CAN MAKE LEARNING A LONELY EXPERIENCE.
- FEEDBACK ON ASSESSMENTS IS LIMITED BY AVAILABLE TECHNOLOGY.

BLENDED LEARNING - BEST OF BOTH WORLDS?

FLIPPED LEARNING

Undertaking individual learning activities prior to a session where individuals come together to discuss and apply learning.

SANDWICH COURSE

Learners start a topic together and are given guidance on asynchronous learning. Activities are undertaken in their own time before reuniting to review.

REMOTE DELIVERY

Use of forums and other communication tools allow individual learners to communicate with each other and with a facilitator at certain times.

DEFINITIONS

Synchronous- Live facilitated learning that happens in a set time and location, where trainer and learners will participate at the same time.

Asynchronous - Learning resources are made available for learners to use in their own time and location. Support from a trainer is not live, and learners will likely communicate with the trainer via chat or email.