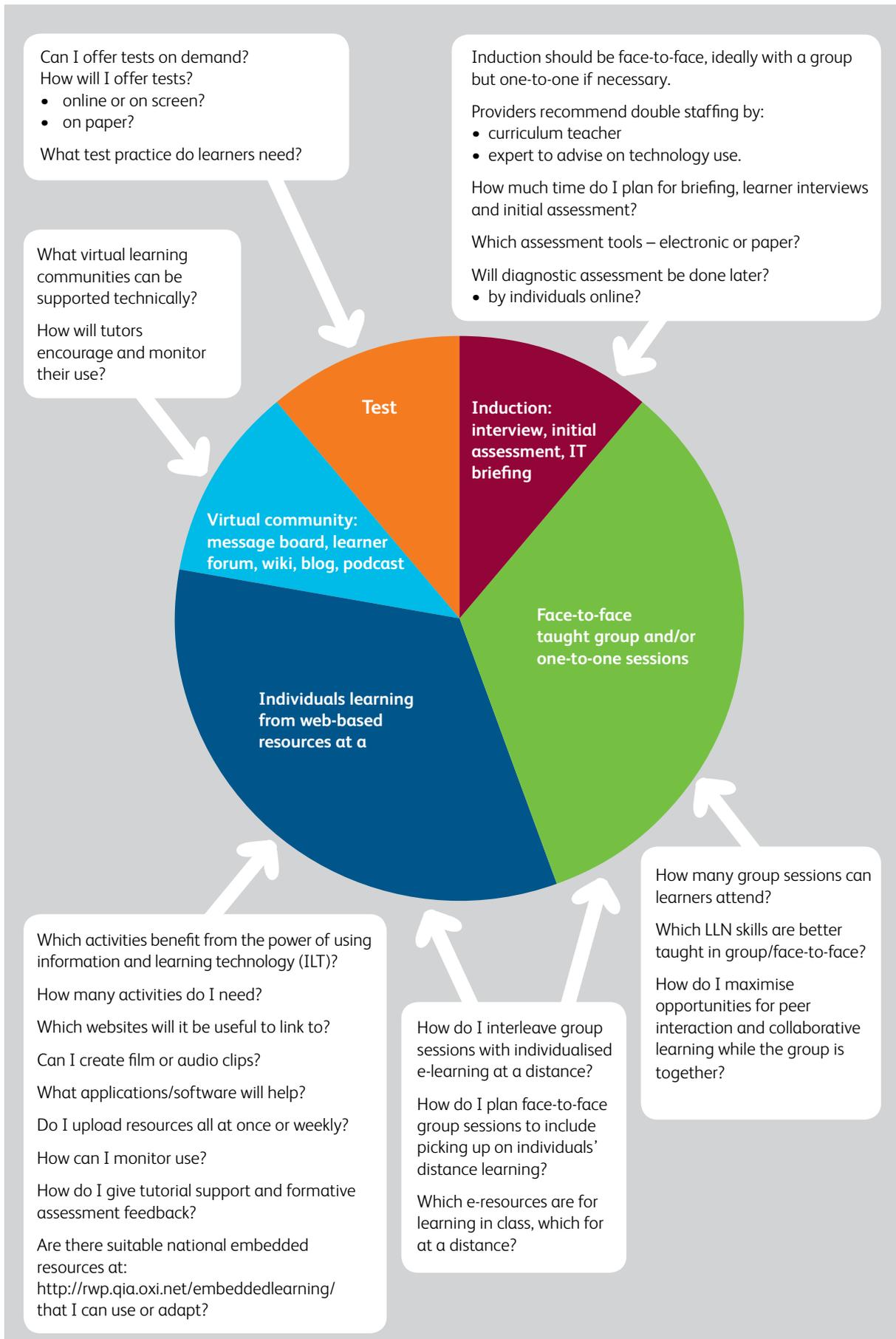


Questions to help you devise your blended learning model



1.2 When can I study?

The second question to ask about flexible delivery is when can learning take place to meet the needs of employees and the employer?

The EPP providers knew that timing is a critical issue in working with employers. You need to be able to:

- Respond rapidly to a request for provision
- Agree quickly where and how learning can be delivered
- Be flexible about the timing when learning is available, whether it is during the day or at night, on weekdays or weekends.

Some learners may need to study at a different pace to that of their colleagues and models need to be able to accommodate this, either by offering workshop style one-to-one support which enables the learner to prepare to take the test when they are ready, or by offering supplementary learning opportunities (often online) where they are learning as part of a whole group.

Such flexibilities clearly present staffing and funding challenges but many of the providers did find it feasible and economic to offer learning at flexible times. For instance, Southampton College was able to timetable suitable staff to run workshops for the Royal Mail, with the timing determined by shift patterns so that employees could drop into the workshops before or after shifts. As shift patterns changed, so did the workshop hours and workshops often ran late at night or early in the morning.

Similar flexibility was shown by Cheshire County Council. They offer a range of course delivery patterns to accommodate learners' pace of learning and also offer individuals places on a second course if they require more time to achieve and prefer group learning. They also run a workshop at the county council offices in the middle of the day where employees can have face-to-face support weekly, fortnightly or monthly.