E-learning Compliance: New Ways to Do It

Prof.Ph.D.Stefan Gabriel KOVACS
INCDPM ”Alexandru Darabont”
Romania

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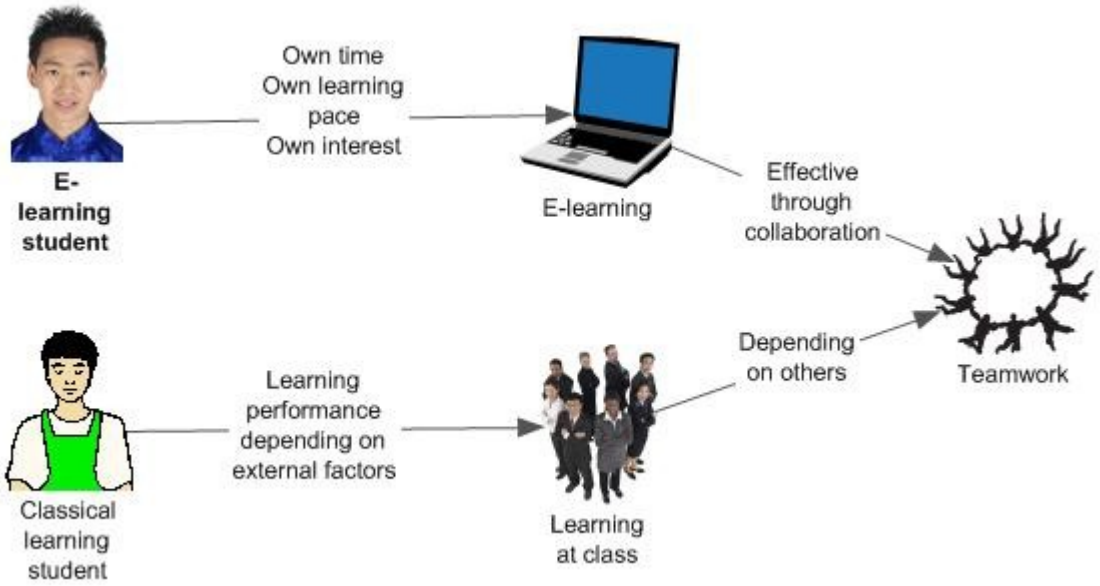
Motivation, problem area

- E-learning would be, if used properly, not only an instrument for learning in the XXI century but also **a basis for innovative learning developments.** The knowledge based society could be constructed only on the bricks of efficient, out of the box, borderline learning processes.



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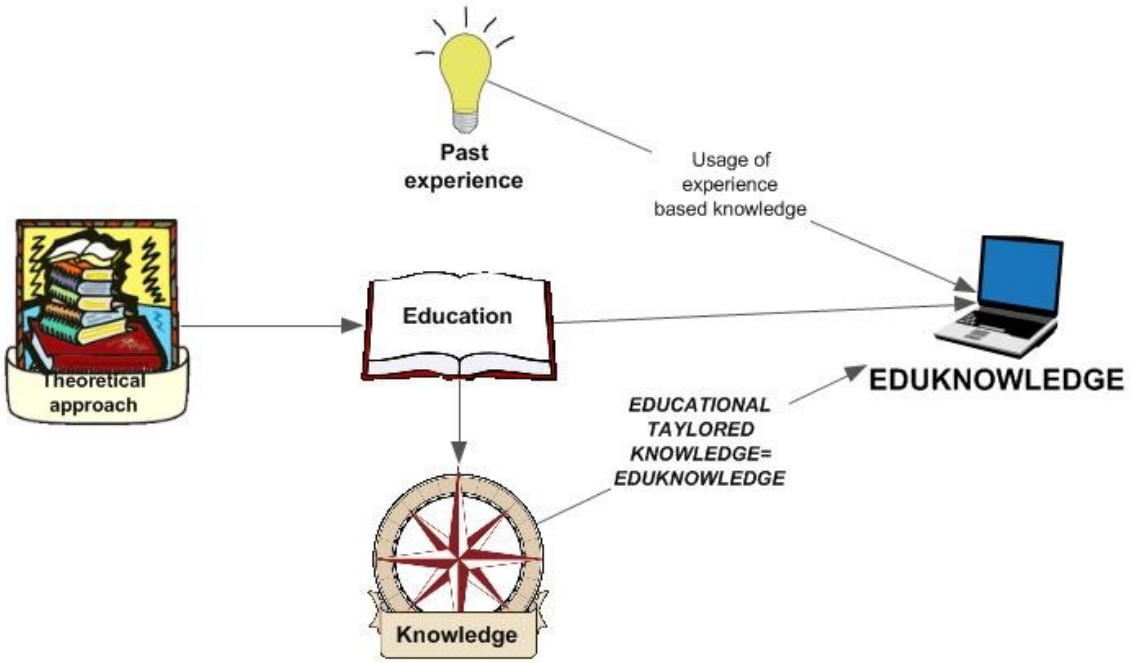
Motivation, problem area

- Task oriented, objective oriented knowledge structured in order to perform educational purposes, called also **eduknowledge** could be the frontline for actual e-learning, mainly regarding learning of specific good practices in industry. Essentially eduknowledge is a knowledge, learning oriented, management tool.



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Research Objectives

- The development of an efficient e-learning tool that could be taylored on technical areas and could be used in conjunction with a software platform like PROMIS;
- The capturing and continous usage of the experience (especially safety related experience) in this e-learning tool;
- The improvement of the captured experience using the allready existing knowledge;
- The development of the new knowledge (for example regarding new and emergent risks) through collaborative approach- including the students approach;
- The increase of awarness and commitment regarding protection against the occupational risks;
- Loss reduction through better training;
- Continous learning and continous knowledge improvement at the workplace;

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Research approach, Methodology

- The research approach was focused towards knowledge engineering. In this respect, the usage of the PROMIS platform, with is specific tools to capture and store knowledge in an organized way is beneficial.
- The main used methodology is educational design, adapted for the e-learning area. Some knowledge intensive discover methodologies are also used in order to improve the solution and make it more user friendly.
- Eduknowledge includes itself a methodology related to knowledge management. The next figure gives an example of this concept

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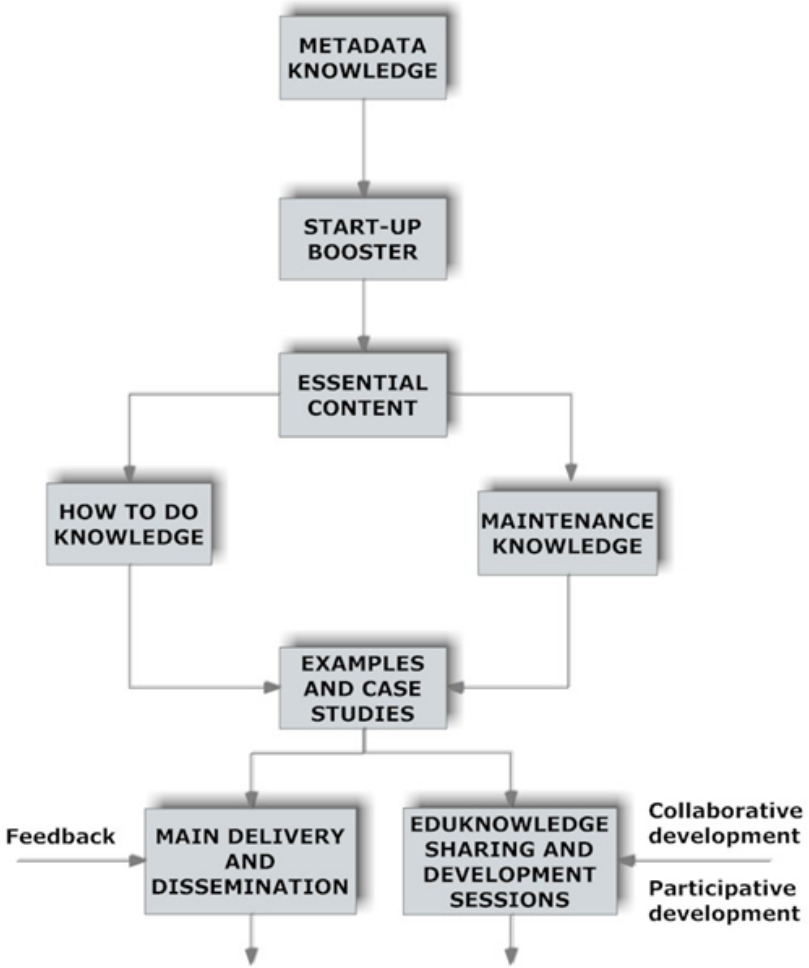
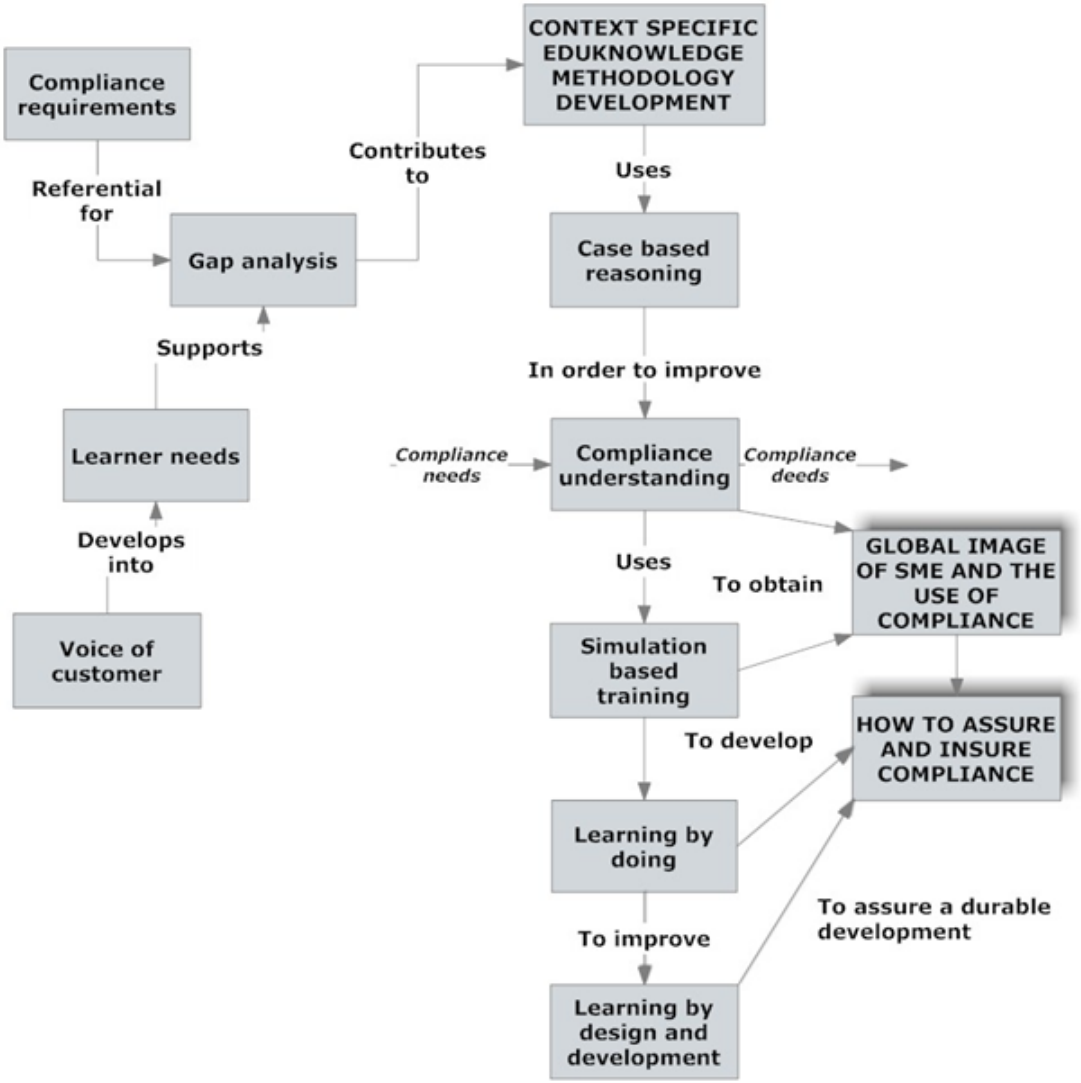
Research approach, Methodology



Research approach, Methodology



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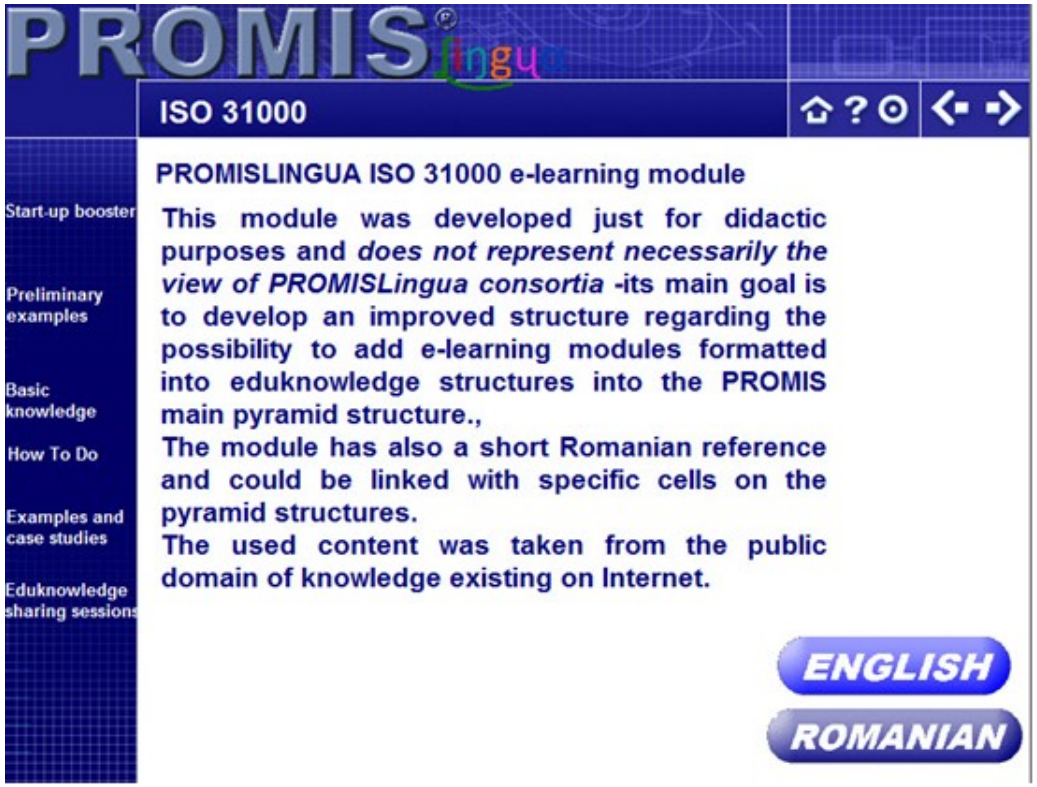
Major Outcomes/Results

- A functional unit in order to explain ISO 31000 was already built and tested being accessed by more than 7000 users from different Romanian SME. Some images regarding this unit are presented below.



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Major Outcomes/Results

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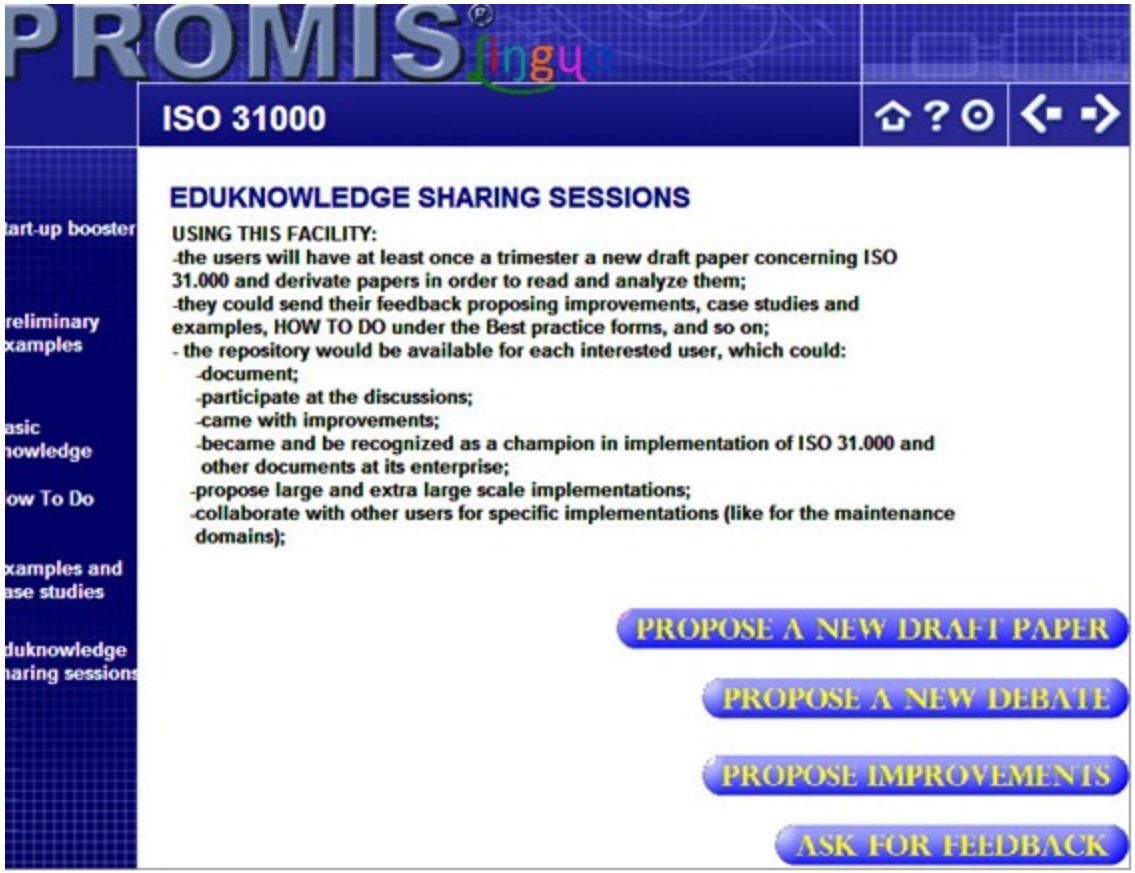

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Major Outcomes/Results

- The user can take part to the sharing sessions being able to:
  - see the last drafts ;
  - propose new debates (like how to implement ISO 31.000 in loss management)
  - propose improvements to the draft or existing developments;
  - answer to the feedback call;
- The results were more than satisfying, user being interested in active participation at the training process and its development.

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Business benefits

- Learning is beneficial for everyone.
- SME are obtaining not just efficient and low cost e-learning but also participative and collaborative e-learning that is using their own experience in order to improve it on a durable basis. In this respect, we are thinking that this participative and collaborative solution is better than a readymade e-learning solution which could be sometimes rejected as unfit with the context of the SME.

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Conclusions

- Having PROMIS as a multilingual tool could only help various national SME in order to collaborate and share together experience and moreover experience focused into lessons learned. A SME gains time and money using such knowledge and not re-inventing them from scratch. Knowledge issued from the new European Union states could be helpful into regional cooperation and development but could also be the start-up of development of a knowledge based network of lessons learned .
- The unit is developed in the idea of continuous development through Eduknowledge sharing sessions- the last menu.

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Conclusion and outlook

- E-learning could use the Resource Repository existing in PROMIS so that the whole bunch of knowledge is available for the SME.
- SME acceptance should have three steps:
- 1. By need- SME needs compliance knowledge in order to keep its place on the market;
- 2. By interest- SME finds a competitive advantage working with compliance in its benefit;
- 3. By development and participation- SME develops new eduknowledge and is an active participant to durable development.

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