

Tracing of Input from Round 1 to Round 2

Input in Round 1	Input from Panels	Aspects in Round 2
24 hour accessibility acceptance access self-paced learning Accessible Accessibility Accessible Availability	Trainer IT SME Large Companies Tourism SME	Accessibility
Adaptability Adaptable/Adaptive Adjustable	IT SME Trainer Large Companies	Adaptability
Affordability Price	Provider	Affordability
Anchor Variety	IT SME	Anchor variety
Demonstrable Behaviour Change	Provider	Behaviour Change
Beneficial Benefit - What's in it for me	Trainer	Beneficial
Two worlds	IT SME Trainer Provider	Blend - general
Contextualised Design based on objectives Learning online for preparation Not just media..... Heterogeneous composition Homogeneous composition Good articulation of the blend	Provider Trainer	Blend Design
Avoid lingo	Trainer Provider	Clarity
Communication	Trainer	Communication
Competition	Tourism SME	Competition
Congruence	Provider	Concept Congruence
Constructivism	Trainer	Constructivism
Content design Content engagement	IT SME Provider	Content design
Cost efficiency Costs Costs for learner Costs for provider Internet Based	IT SME Tourism SME Trainer	Cost Efficiency
Effectiveness	IT SME Provider Tourism SME Large Companies	Effectiveness
Efficiency Targeted	IT SME Trainer	Efficiency
Engaging Engaging and attractive Engaging relevant to outcomes	Trainer	Engagement
Feasibility	IT SME	Feasibility
Flexibility Flexibility / Creativity Flexible Variety of topics Work-Life-Balance Units	Tourism SME Trainer Provider	Flexibility

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Follow-Up	IT SME	Follow-Up
Fun Enjoyable	IT SME Provider	Fun
Geographical independence Mobility Geographic flexibility	Tourism SME Trainer	Geographical independence
Getting out of daily business	Large Companies	Getting out of daily business
Hands On Experience	Trainer Large Companies	Hands On Experience
In House Classroom	Large Companies	In House Classroom
Individuality Individual learning pace Individualize	Trainer Tourism SME Provider	Individuality
Integrated Life-long Learning	Trainer	Integrated Life-long Learning
Intelligent systems	IT SME Trainer	Intelligent systems
Currency Scalable Resources available over the Internet Knowledge base	Trainer Provider	Knowledge Base Internet
Based on learner needs Authentic Meaningful and relevant	Provider Trainer	Learner-Centered
Logical Flow of Topics	Trainer	Logical Flow of Topics
Materials Availability	Large Companies IT SME	Materials Availability
Consideration of styles Learning methods Learning styles Learning with all senses Mixing of Styles	IT SME Large Companies Tourism SME Provider Trainer	Mix of Learning Styles
Animations Method mix Mix Mixed media Mixed media increases motivation Multimedia Multimedial options Variety of media Webinar	Provider Trainer	Mix of Methods and Media
Motivation Rewarding the trainee	Provider	Motivation
Offer Redundancy	Trainer	Offer Redundancy
Contact	Provider	Ongoing Contact
Open Learning Environment	Trainer Large Companies	Open Learning Environment
Performance	Large Companies	Performance
Planned e-learning Planned 'traditional' teaching Concise	Trainer IT SME	Planned Teaching
Quality Quality Content Quality of Information Quality of Learning	Tourism SME Provider Large Companies IT SME	Quality

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Class room training College Training Traditional learning activities	Large Companies Provider IT SME	Recognition of Traditional Learning
Relevance of Content Relevant On the job training	Provider Large Companies Tourism SME IT SME Trainer	Relevance of Content
Assessment of learning progress Assessment & Results Measurement Clear setting of objectives Quick error check	Provider IT SME Tourism SME	Results Measurement
Self-paced learning Self-paced Community and peer support Topic selection Space learning over time	Trainer IT SME Tourism SME Provider	Self-Paced Learning
Simulations	IT SME	Simulations
New Skills acquisition	Trainer	Skills Training
Inter student interaction Interaction Interactive Social Binding Study groups	Trainer Provider Large Companies Tourism SME	Student interaction
Support Mechanisms Answer to questions e-Supervision Face-to-face events e-Moderation Supervision Supplemental offline media Support Learning Learning support Mentoring	Provider Trainer Large Companies IT SME	Support Mechanisms
Sustainability Variety	IT SME Provider	Sustainability
Team collaboration Team work	Trainer Tourism SME IT SME	Team Collaboration
e-Learning E-Learning 2.0 Social Software Voice over internet Keep the technology simple Java for complex content	Large Companies Provider	Technology

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Time Time flexibility Time independence Timing Use of student time Learning duration Learning interruption Learning techniques / Time management Learning time Learning speed Out-of-hours access Lack of time	IT SME Large Companies Trainer Provider	Time Flexibility
Train the Trainers	Research	Train the Trainers
Training	Provider Tourism SME Large Companies	Training Methods
Clear Easy to access Easy to follow Easy to use User friendly Switching between masks Simplicity	Large Companies Provider	Usability
Applicable to the workplace Customisable structure Workplace relation Training on company products Link to business requirements Real World Examples	Provider Trainer IT SME	Workplace-Related Learning