

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 |