

Synchronous vs Asynchronous Learning

WHAT IS SYNCHRONOUS LEARNING?

Takes place in real time with groups of learners

Can be done online via webinars, instant messaging and virtual classrooms

Collaborative and interactive

PROS

High interaction with instructors and other learners

Feedback is immediate

Learner questions can be answered immediately

CONS

Learners have to accommodate the schedule and can't access content when they like

Some learners may feel they're not receiving the individual attention they need

Quality of the sessions depends on the instructor

WHAT IS ASYNCHRONOUS LEARNING?

A more learner-centered approach

Can be self-paced through online courses, email, blogs, pre-recorded videos, webinars, online discussion forums

Learners complete content in their own time and at their own pace

PROS

Offers flexibility to address your own learning goals

More self-paced, interactive, video, or audio content available

Self-paced training gives you control in the learning process

CONS

Content through asynchronous learning may be missed

Learners may feel more isolated

Learners need to be self-disciplined and motivated to complete the course