

## Reusable Learning Object Design for a Blended Learning Delivery – Air Canada

### Challenge

The curriculum for the RAMP at Air Canada consists of 97 courses. Much of the content is reusable. We found that by re-designing the four most popular courses using a Reusable Learning Object (RLO) approach, that seven other courses would also be designed and that 44% of all courses would be at least partially designed. Every year, all De-Iceing technicians must re-certify with Transport Canada and the FAA. It was therefore decided that this would be an ideal pilot for an RLO design project and a blended delivery.

### Solution

Working closely with the instructor and the owner of the course, **Prospero** re-designed the Facilitator-Led course using an RLO design methodology to be delivered in a blended environment. **Prospero** also developed all the multimedia objects for the course. Those objects included: simulations, digitized video, graphics, interactive activities, and assessment items. Since this was a new learning approach and the first implementation of this course, learners had a choice of 100% classroom delivery or the blended course.

The learners who chose the **Prospero**-developed blended course had better results on the certification exam than those who chose the Facilitator-Led only option.

Additional benefits of the chosen solution included:

- the delivery time for the course was reduced from 4 hours to 1.5 hours
- the time to assess test results was reduced by 20 minutes per learner
- the SME and trainers had more time to spend on the job performing what they do best rather than in the classroom
- the learners rated the blended course higher than the instructor-led course.

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