The following briefly describes a range of common approaches to Digital Learning.  These approaches are not mutually exclusive and can (and should) be used in combination.

| **Method** | **Examples** | **Advantages** | **Considerations** |
| --- | --- | --- | --- |
| **Web-based learning resources**   * A seemingly endless supply of resources exists on the internet through dedicated websites, YouTube etc. * Development of smart phone apps is also accelerating. * We have key tasks of using and curating, resources that are appropriate and trustworthy. | * [Knowledge Network](http://www.knowledge.scot.nhs.uk/home.aspx) * [Turas Learn](https://learn.nes.nhs.scot/) * HR Connect * StaffNet * Some specific examples available below | * Reasonable familiarity with these resources and access, generally, is unproblematic (people also use their own devices e.g. smart phone, home PC). * Useful for providing information and can be structured for staff groups and topics e.g. can produce own material for website, NHSGGC YouTube channel or mobile app. * Considerable quantity of information is already available. | * Careful curating of content is important to help users easily access what they need. * Resources need to be maintained to ensure currency of content (e.g. via version control) and valid hyperlinks (of particular importance to locally developed resources).  A resource catalogue may assist in finding content. * Some resources require registration (e.g. Knowledge Network – Athens account) or only accessible via an intranet (e.g. StaffNet). * Assessment and reporting would be based on reflection, subsequent observation of practice and self-reporting. |
| **eLearning**   * Two platforms are in common use within NHS Scotland. * Central to statutory and mandatory training but also extensively used for CPD. | * LearnPro * [Turas Learn](https://learn.nes.nhs.scot/) | * Already accessed by almost all staff (barriers experienced by some Facilities staff). * Possible to assess performance. * Reporting of completion/attainment is relatively straightforward. * Increased availability and access to resources as these are on demand 24/7. * Return on investment can be much higher than classroom based options as costs are usually in creation and development and can then be used by large numbers of learners. | * Important to recognise the limitations of eLearning e.g. many do not engage well with this approach. * There is a cost associated with LearnPro whereas Turas Learn is operated by NES. * Regular reviews and updates of content required to ensure currency and mitigate technical issues (e.g. Adobe Flash no-longer being supported). |
| **Virtual environments**   * Use of these platforms has expanded massively. * MS Teams is now available to all NHS Scotland staff. | * [Cisco Webex](https://www.webex.com/) * [GoToWebinar](https://www.gotomeeting.com/en-gb/webinar) * MS Teams | * Generally easy to use in a basic fashion. * Many people becoming familiar and comfortable using these forms of engagement. * Potentially more efficient use of presenter and delegate time e.g. limited (or no) travelling required. * Caters for large numbers as well as small groups. * Easy sharing of various resources e.g. images, PPT. * Sessions can be recorded and made available later. * Attendance can be recorded / reported. * MS Teams has been purchased centrally by NHS Scotland as overall contract with Microsoft (part of Office 365 contract).  Extensive tutorials and guides are readily available. | * Likely to require two people minimum for training (lead trainer and producer or moderator). * Technology-dependant. Scope for numerous issues e.g. reliability, access, digital literacy. * Training required in respect of setting up and hosting (although significant MS Teams resources currently available). * Planning need to be more detailed than with traditional methods to ensure engagement e.g. joining instructions that include a check on users’ equipment, contingencies if some aspect of session fails. * Limited interaction opportunities (compared to classroom).  Potentially difficult to encourage / maintain engagement - needs careful planning. * Licensing costs associated with most platforms. * Potential Data Protection issues with recorded sessions. |