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.
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| **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).
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| **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.
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