

# Synchronous vs Asynchronous Learning

## WHAT IS SYNCHRONOUS LEARNING?

Takes place in real-time with groups of learners

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

Collaborative and feedback-friendly

### PROS

High interaction with instructors and other learners

Feedback is immediate

Learner questions can be answered instantly

### CONS

Learners adhere to a specific training schedule and can't access content where and when they like

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

Quality of the sessions depend on the instructor

## WHAT IS ASYNCHRONOUS LEARNING?

A more learner-centered approach

Can be completed through online courses, email, blogs, pre-recorded videos or webinars, online discussion boards

Learners complete courses in their own time and regardless of location

### PROS

Offers flexibility as learners go at their own pace

It's cost effective - no travel, venue, or instructor costs

Scales training as you can train thousands of learners at once

### CONS

Contact through asynchronous learning may be limited

Leaves some learners feeling isolated

Learners need to be self-disciplined and motivated to complete their courses