

Design Time Ratios

Training Strategy		Industry Ratio (Design Time to Instruction)
Traditional Training	Instructor-Led Training	25 – 60 to 1 (Average: 45 to 1)
	Self-Paced Learning	50 – 90 to 1 (Average: 70 to 1)
	On-the-Job Training	20 – 45 to 1 (Average: 35 to 1)
e-Learning	WBT Tutorial	75 – 500 to 1 (Average: 290 to 1)
	Self-Directed e-Learning	60 – 200 to 1 (Average: 130 to 1)
	Virtual Classroom	25 – 80 to 1 (Average: 55 to 1)

Note

The unit of instruction is a function of the length of a course expressed in days or hours. The industry ratios can be measured in hours or days. For example, 25 – 60 days of design time to 1 day of instruction for instructor-led training, or 75 – 500 hours of design time to 1 hour of instruction for a WBT tutorial.