

	Low Range	Average	High Range
Instructor-Led Training - including front end analysis, design, lesson plans, handouts, workbooks, PowerPoint, SME reviews of content to be used during live, face-to-face learning events.	22:1 - ILT training, Simple learning content, possible repurposing of learning source material, with minimal learning support materials	43:1 - ILT training, average project for creating corporate ILT class with well documented deliverables (Lesson Plan, Handouts, Workbooks, PowerPoint Visuals)	82:1 - ILT training, Complex subject matter, very custom, extended time spent on formatting classroom deliverables
Level 1 eLearning (Basic) - Including content pages, text, graphics, perhaps simple audio, perhaps simple video, test questions. NOTE: PowerPoint-to-eLearning often falls into this category. Basically pages with assessment	49:1 - eLearning output, Rapid Development, Simple Content, Specialized Authoring Tools (i.e. PowerPoint to eLearning tools)	79:1 - eLearning output, Most typical (average) Level 1 eLearning Content	125:1 - eLearning output, Complex projects, difficult to produce, more media production
Level 2 eLearning (Interactive) - Level 1 eLearning content plus 25% (or more) interactive exercises, allowing learners to perform virtual "try it" exercises, liberal use of multimedia (audio, video, and animations)	127:1 - eLearning output, Rapid development through templated interactions, simple animation, efficient or low-end media production	184:1 - eLearning output, Most typical (average) Level 2 projects	267:1 - eLearning output, advanced and custom interactions, embedded simulation activities and lots of media
Level 3 eLearning (Advanced) - Highly interactive, possibly simulation or serious game-based, use of avatars, custom interactions, award-winning caliber courseware	217:1 - eLearning output, templated interactions, templated games and simulations, efficient simulation development practices (rapid development)	490:1 - eLearning output, Most typical (average) Level 3 projects	716:1 - eLearning output, complex projects, advanced learning simulations and games, extensive media production NOTE: Several respondents listed times greater than 2000+ hours of development per finished hour (very advanced learning simulations and games)