



TenStep Supplemental Paper

18 February 2004

Learning Content Management Systems

E-Learning has often failed to deliver the promised "Just-In-Time" learning. The latest product in the e-learning market, Learning Content Management System (LCMS), proposes to solve this problem by providing authoring, sequencing and aggregation tools that arrange content to enable learning.

The common components of LCMSs are:

- **Content authoring interfaces.** These provide templates and storyboard capabilities and can be used for developing reusable learning objects.
- **Dynamic delivery interfaces.** They provide customized presentation of learning objects to users.
- **Administrative applications.** These manage learner profiles and course catalogues, and act as a launch point for e-learning courses.
- **Learning object repository.** This is a centralized database that stores and manages individual learning objects.

An LCMS helps integrate all the training content available in different formats, such as Word files, PowerPoint presentations, Flash animations, and assessments spread throughout an organization, into a single system.

What to look for when selecting an LCMS - it should:

- **Separate content and delivery.** E-Learning content has a longer life when it is separated from delivery. It can be adapted quickly and easily to any new method of delivery that might arrive later.
- **Improve quality and relevance of content.** Apart from reducing development time, an LCMS also compresses the learning time by offering "just the right" learning to users. The information is broken down and delivered in capsules to a targeted group.

LMS Integration

An LCMS is not a substitute for the Learning Management System (LMS); instead, they complement each other. An LMS focuses on users, gap analysis, competency mapping, registration and cataloguing; an LCMS, on the other hand, focuses on content besides providing some basic registration and cataloguing functions.

An LMS offers more tracking options than an LCMS. However, it offers even more tracking options when linked to an LCMS, as content can be tracked to smaller learning objects.

Users should look for LCMS vendors experienced in integrating an LCMS with an LMS. Users should also ensure that they get details on the degree of effort required to integrate the two and the level to which they can be integrated.



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Despite having certain limitations, LCMSs are beneficial. They enable users to develop, modify and deliver learning that is based on the user's query.