

Exhibit 5.1. Web Learning Pros and Cons Worksheet.

Pros and Cons of Using the Web for Learning	Questions for Your Learning Environment
Easy Access to Information <i>versus</i> Information Overload	<ol style="list-style-type: none"> 1. Is the information that the learners need already on the Web, or will I need to put it there? 2. If the information is already there, will the novice learner be able to make sense of it, or do I need to provide a structure (such as a home page)?
New Ways to Collaborate <i>versus</i> Web Collaboration is a New Skill	<ol style="list-style-type: none"> 1. What experience do the learners already have with true Web collaboration (that is, getting work done), and not just with on-line discussions and chat? 2. Which experts or senior managers might I include in the Web collaboration to make it seem more real?
Better Use of Instructors <i>versus</i> Instructors Unfamiliar with the Web	<ol style="list-style-type: none"> 1. How are the company's instructors using the Web now? 2. What ideas do the instructors have for good ways to use the Web for teaching?
Maximize Media Capability <i>versus</i> Media Overload	<ol style="list-style-type: none"> 1. What (non-Web) media do learners use now? Do they really use video and audio tapes, or is it mostly paper? 2. If I need to teach a skill that seems to require lots of media, is the Web really my best delivery choice?
The Web Seems Ubiquitous <i>versus</i> Ubiquitous for Only a Few	<ol style="list-style-type: none"> 1. Does my audience have access to the Web now? 2. How likely is it that my audience will think about going to the Web to learn something?
Web Technologies Run on Many Types of Computers <i>versus</i> Many Web Technologies Require Programming Skill	<ol style="list-style-type: none"> 1. Does the training department have the necessary technical skills to create a Web learning environment? 2. If not, can I borrow the expertise from another department, or can I buy it?
The Web Lowers Learning Costs <i>versus</i> The Web Raises Development Costs	<ol style="list-style-type: none"> 1. What will my company save in travel, classroom or equipment costs if we use the Web for learning? 2. Does the company already have the media producers and programmers to develop the Web learning environment, or will we need to buy the expertise and hardware?