Analysis of Learners:

Learners are instructors of college classes in either online or traditional classroom settings along with instructional specialists that help instructors with their course curriculum.

Information Categories	Data Sources	Learner Characteristics
1. Entry Skills:	Interviews with instructors	Learners have an understanding of how to use a Windows computer to launch programs. They also have an understanding of how to navigate folder structures to save and later locate files.
2. Prior knowledge of topic area:	Interviews with instructors	Learners have viewed recorded presentations of others, but have not recorded their own presentations.
3. Attitudes toward content:	Interviews with instructors	Having watched similar presentations by other instructors the learners are looking forward to being able to create similar videos for their own classes.
4. Attitudes toward potential delivery system:	Interviews with instructors	One-on-one instruction toward using new software has been perceived as a good method of learning for the targeted instructors.
5. Academic motivation:	Interviews with instructors	Instructors that want to keep up to date with educational trends have found more need to have presentations available 24/7 and in formats that can be easily accessed. This is sufficient motivation for them to look into presentation recording programs.
6. Educational and Ability levels:	Interviews with instructors	The instructors are very knowledgeable about the presentations they wish to record and how to navigate a computer to present them. Screen and voice recording software is not unknown to them, even though they themselves have only used the voice recording facilities previously.
7. General learning preferences:	Interviews with instructors	The instructors all indicated that due to the nature of the program it was easier to learn in a one-on-one setting where the instructor was using a computer themselves. Learning without doing was often insufficient to allow them to remember the steps once they returned to their own computers later.
8. Attitudes toward training	Interviews with instructors	All instructors indicated that they

organization:		were looking forward to the training.
9. Group characteristics:	Observation and Interviews	The instructors were a mix of college classroom teachers with several years of experience and instructional specialists that helped the instructors with their course content.