One of the main targets for many companies is to improve training activities in order to robust their staff's performance. Many of those activities are conducted in traditional classrooms with face to face training methods. However, technological improvements have forced trainers to implement new instructional methods into training practices. Blended learning might be considered one of those methods to enrich training activities with an online learning process [2]. In other words, a company could improve its training capacity by implementing an e-learning platform into traditional training sessions. Turkish State Railways (TCDD), which has got at least 30000 working staff, is one the biggest governmental company in Turkey. Many of them should periodically attend in-service courses conducted in three different training centres. As many courses have got theoretical parts, many people working at the company could take those parts through online learning activities without attending classrooms. By doing this, a dynamic and effective training technique could be implemented into current training plans at the company. In this research, we have got two research questions. a) What are the opinions of companies' staff about online learning? b) How can a blended course implement into current courses considering those opinions? To answer for these research questions, it is planned to use mix method design. In this regard, it is planned to create a questionnaire in order to determine staff's opinion as a quantitative part of the research. A semi-structured interview is also planned to prepare to get deep thoughts from the staff. Lastly, a blended training implementation steps is planned to be derived from the research results. This research project is going to be conducted in TCDD Ankara Railway Training Centre. The expectation from the research could beneficial for the company for some reasons. Firstly, a new training approach, blended learning, would be implemented into current training activities in order to enhance the courses' outcomes and staff's performance. Secondly, trainers working at the company would acquire a new training method skill not used before. Following this, the company would have a cost effective training method to transfer some theoretical parts of the courses into e-learning platform without arranging face to face courses. Lastly, the current legislations for liberalizations of the railway sector and EU harmonization process in Turkey could lead to well trained and certified workforce need for the future. Therefore, the research project might support this process by improving training and certification steps. Some recommendations for practitioners could be that implementing a blended course is a complex process in such a big governmental company. For this reason, an implementation plan should be conducted by line managers and trainers together. Finally, before publishing the blended course, a pilot study with a small group should be conducted to determine some technical and theoretical flaws into the course.