**ABSTRACT**

*Government establishments are most times highly involved in different reorganization programs. The processes in e-Government are diversified and complex, hence the need for an appropriate training and learning strategy for governmental employees. Changing business processes and organizational structures always mean that the personnel have to be familiar with the changed procedures. Consequently, the employees need to be trained to develop capacity for new responsibilities. Existing methods of learning and training do not make provision for certain category of employees such as the visually impaired. They do not provide an alternative learning platform for government of employees that are not physically challenged. Many studies have demonstrated the value of several learning platforms, including mobile learning (m-Learning) but with the problems of access barriers and streamlined participation of most learners. The purpose of this chapter is to propose a voice-based e-Learning system, also known as voice-learning (v-Learning) as a variant of the m-Learning with particular relevance for the visually and mobility impaired learners. V-Learning makes possible ubiquitous learning in e-Government and provides additional capacity and speed of response to help facilitate change. Cost reduction is also achieved and there is no shortage of teachers.*