

How to Use Blended Learning in a Constantly Changing Workplace

- Ryan Smith
- Michael McKenzie

The Shift of the Technical Training Experience

Last Year

This Year

Training
Focus



Hands-on
Interaction
Building Skills



Safety
Interaction
Building Skills

Training
Location



Training Lab
Classroom
On the job



Home
On the job

Training
Format



Instructor-led
Everyone
together
Travel



Digital
Self-paced
Available when
you need it
Flexible schedule

One Potential Blended Approach

Knowledge



Self-guided
online training
at the end of
the shift

Practice



Building skills
and practicing in
the simulated
work
environment

Application



Learning on-the-
job with mentor,
using electronic
learning tools

Verification



Skills verification
session with
mentor for final
certification on
the task

Knowledge → Practice → Application → Verification

The value of self-guided online learning

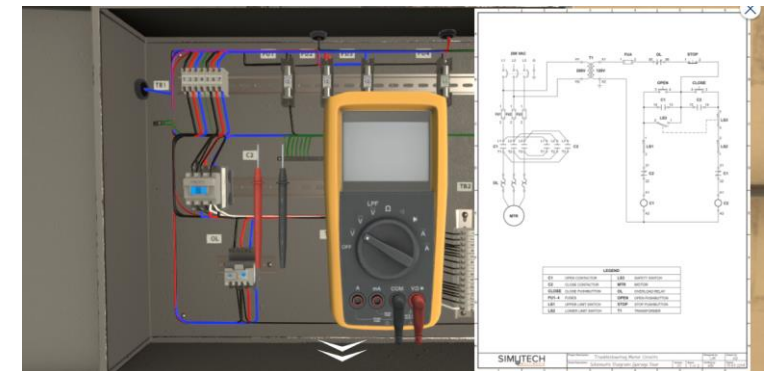
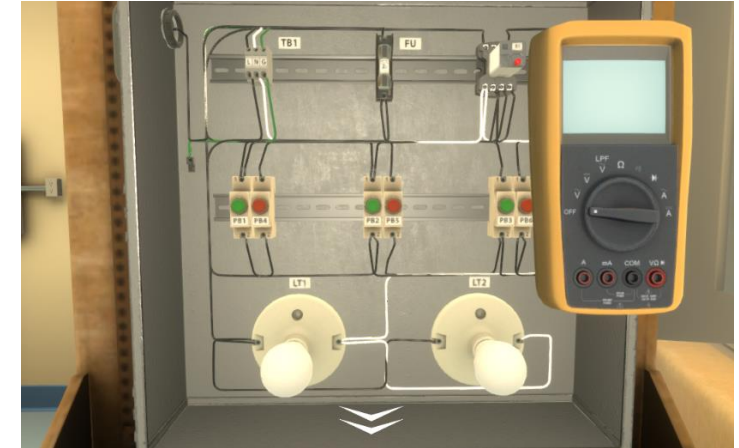
- **Great for learners with busy schedules** - only dedicate small amounts of time each day/week for training
- **Accessible from any device**; take training from any location
- **Self-paced**; allows flexibility
- **Setup customized training programs**; full suite of learning management and monitoring tools
- **Interactive**; see animations of components, test your knowledge with assessments, and learn “why” equipment functions the way it does



Knowledge → Practice → Application → Verification

The value of simulation training

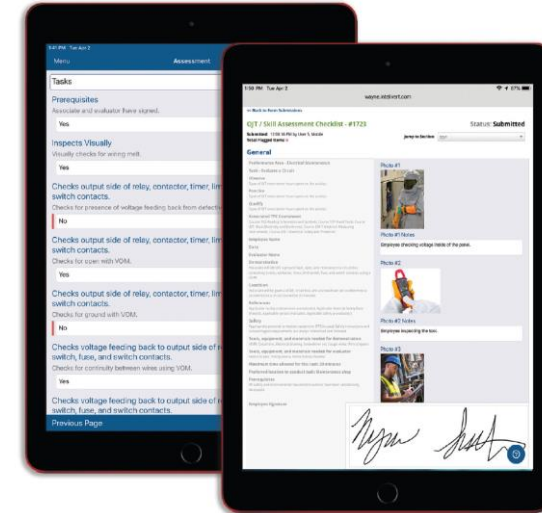
- **Interactivity and Involvement.** Learning with simulations is interactive, so the learner becomes more involved in the learning process.
- **Realism.** Training can take place in a realistic environment which helps learners transfer their skills to the workplace.
- **Safety.** Learners can make, and learn from, mistakes without causing harm to themselves, anyone else, or equipment.
- **Practicality.** Learners don't need to practice on actual faulty equipment, which can be expensive and hard to come by.
- **Convenience and Flexibility.** Learning can take place at anytime, and anywhere there is a computer.
- **Manageable and Rewarding.** Training with simulations makes it easy for learners to track their progress and see real improvement in their skills.



Knowledge → Practice → Application → Verification

The value of electronic documentation of on-the-job training

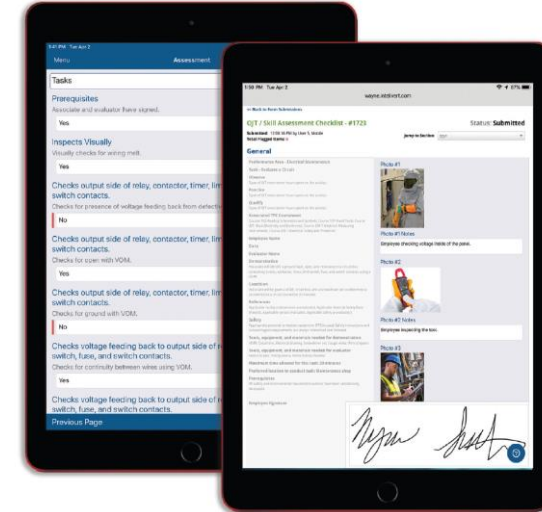
- **Standardize on-the-job training;** no more difference across shifts or departments
- **Eliminate “tribal knowledge”;** documenting the crucial knowledge that was previously only transferred through word-of-mouth
- **Monitor progress of multiple trainees;** avoid “going into the void” after formal training



Knowledge → Practice → Application → Verification

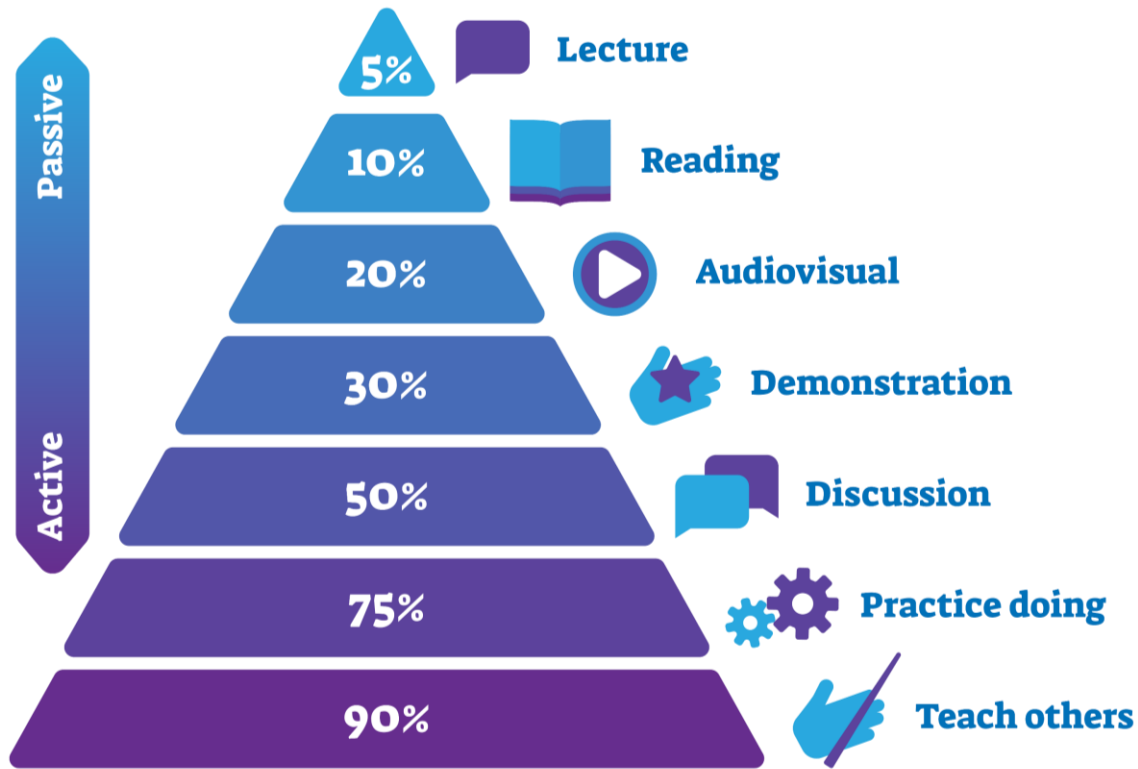
The value of skills verification using digital technology

- **Quickly identify problem areas;** See which areas need addressing efficiently
- **Contactless;** no need to exchange documents/paper
- **Convenient;** instant access from any device, anywhere
- Allows companies to track training effectiveness across locations/departments



Knowledge → Practice → Application → Verification

Learner Retention



“Tell me and I forget, teach me and I may remember, but involve me and I will learn”
Benjamin Franklin

Learning Pyramid by the National Training Laboratory
Institute of Applied Behavioral Science

Knowledge → Practice → Application → Verification

Advantages of Blended Learning

1. Greater flexibility for participants
2. Higher level of participant engagement
3. Higher levels of learner retention





Questions?

- If you'd like to learn more about blending digital learning formats, TPC Training can help!

Email: sales@tpctraining.com

Phone: (847) 808-4000