

Modalities LP Proposal

OVERALL		
Level of Understanding	Goal	Assessment
Apply	ID will be able to select an appropriate training modality (from OJT, VTA, QRG, ILT, eLearning, infographic, self-directed activity, Redacted , or VR) when given a scenario.	ID will present their reasoning behind their choice of training modality that best fits a provided scenario in a self-directed learning activity.
SCAFFOLDING		
Level of Understanding	Goal	Assessment
Know	Recognize pros and cons of each modality.	Recognize pros and cons for modalities in multiple choice questions.
Understand	Describe why it's important to select an appropriate modality.	Discuss the importance of modality choice in self-directed learning activity.

OJT Outline

- Training Modalities eLearning is a prerequisite for this OJT.
- Review Core Modalities QRG.
- Show Partner examples of each modality and briefly discuss the definition, pros, and cons of each, clarifying any questions the Partner may have remaining from the modalities eLearning content.
 - For video, refer to the intro video for this course.
 - For OJT, share OJT trainer screen for this OJT with Partner, in addition to sharing the example provided in the QRG.
 - Click on example links for the remaining modalities.
- Inform Partner that the QRG lists some of our most common modalities, but our work can also take other forms depending on the need.
- Allow Partner time to ask any questions or clarification.
- Discuss with Partner how identifying the best modality for a situation supports training efficacy.
- Allow Partner time to ask any questions or clarification.
- Have Partner complete Self-directed learning activity assessment.
- Review assessment with Partner at separate time.

Intro Video Script

Hi there, Partner! We're so excited that you're a part of our team. As instructional designers for [Redacted] B, people from all areas of the business come to us asking for help with their training needs. As part of the ADDIE process, we're tasked with analyzing the goals and needs of our stakeholders to determine if training is needed and, if it is, deciding and designing what kind of training is needed.

We're here to learn all about training modalities, or the different forms our trainings can take. During this training, we'll cover the following:

Firstly, our core modalities - Video, On the Job Training (OJT), Training Aid, Instructor Led Training (ILT), and e-Learning.

Secondly, our support modalities - Infographic, VR, [Redacted], and self-directed learning activities.

After completing this eLearning, you and your trainer or manager will dive more deeply into the pros and cons of each modality, which will help you to think critically about the best training modality for each of your future projects. You'll practice this at the end of your modalities onboarding by completing an activity in which you'll be asked to determine the best modality for a specific scenario.

Now it's time to get started! Click next to learn more about Learning Solutions' training modalities.

Core Modalities QRG

Reformat existing document

Training Modalities eLearning

By the end of this module, Learners will be able to:

- Identify the main training modalities used by our team.
- Understand the key characteristics, benefits, and limitations of each modality.
- Recognize when to use each modality in a training situation.

1. Introduction: Modalities introduction video
2. Overview of the 9 Training Modalities
 - a. Interactive modalities cards – users click to reveal:
 - i. Definitions
 - ii. Key benefits
 - iii. Best-use scenarios
 - iv. Possible challenges
3. Quick Comparison Activity
 - a. Learners match a training need with the best modality
4. Wrap-up and Resources
 - a. Recap key points
 - b. Introduce QRG & upcoming OJT session w/ trainer

Self-Directed Learner Activity Assessment

Outline:

[Insert brief **Redacted** training scenario here.]

Step 1: Identify key training needs

- Who is the audience?
- What is the content type?
- What constraints are there?

Step 2: Potential modalities

- List 3 possible training modalities and compare their strengths and weaknesses for this scenario.

Step 3: Make your selection

- Which is your chosen training modality?
- Why is this the best fit?
- What challenges might arise and how would you address them?

Step 4: Present your justification

- Prepare a 2 minute explanation to share with your trainer covering:
 - Your chosen modality
 - The reasoning behind your choice
 - How you would handle potential challenges