



LEARNING SOLUTIONS

Modalities

CORE MODALITIES



VIDEO

A visual media product featuring moving images, with or without audio.

- Clear visual demonstrations
- Visual and auditory
- Engaging, concise, and consistent message

- Extensive planning, development, and updating
- Knowledge transfer only
- Access limitations

ON-THE-JOB TRAINING (OJT PA)

A guided, systematic, and kinesthetic approach for training individuals in a specific job function.

- Self- or trainer-directed
- Easy to develop/update
- Has performance assessment (PA)

- Quality and consistency are dependent on trainer proficiency

TRAINING AIDS (VTA, QRG, workflow)

A job aide that directs and guides performance of a certain task.

- Easy to develop/update
- Static visuals
- Highly accessible
- "Just-in-time" reference training tool

- Focused on a specific part of task, as opposed to the full task

INSTRUCTOR-LED TRAINING (ILT) (standard, huddle card, MIB)

Learners and facilitators engage in an in-person or virtual classroom setting.

- Partner engagement
- Audio/visual/kinesthetic
- Discussion opportunities
- Controlled environment

- Extensive planning and development
- Resource heavy (trainer, time, space, etc.)
- Huddle & Meeting In a Box (MIB) lack depth

eLEARNING

A computer-based training that can be self-directed, online, and mobile.

- Consistent messaging
- Able to cover both broad and specific topics

- Extensive planning and development
- Development requires technical skills
- Lacks kinesthetic component

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SUPPORTING MODALITIES



SELF-DIRECTED LEARNING ACTIVITY

A 1-2 page document that guides learners to read and apply learning.

- Can be print or digital
- Assists with deepening understanding

- Lengthy and overwhelming if not designed carefully
- Difficult to meet the individual needs of learners

iDEVELOP

(survey, webpage, experience)

A tool that hosted on the iDevelop Learning Management system.

- Personalized learning experience
- Can generate reports
- Accessible via any device through PartnerNet

- LMS limitations in types of activities and reports

INFOGRAPHIC

A graphic representation of information designed for ease of consumption.

- Easy to understand
- Visually engaging
- Condenses information

- Not a stand-alone tool
- May not cover content at the depth needed

VIRTUAL REALITY (VR)

A digital simulation of a 3D image that can be interacted with using an electronic device.

- Immersive for learners
- Replicates real-life scenarios
- Can incorporate visual, auditory, and kinesthetic components

- Extensive planning, development, and updating
- Development requires technical skills
- Hardware availability and scalability

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