Learning Technology

THIRD ANNUAL MEETING
APRIL 2016
Would You Rather...

Introducing the AODA - Purposes of AODA

What does this change mean?
- More opportunities
- Greater contributions and involvement of people with disabilities
- Preparation for the future

A

B
Your poll will show here

1. Install the app from pollev.com/app
2. Make sure you are in Slide Show mode

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Would You Rather...

A. "All about rabbits!!"

B. Radiation Safety Awareness for Long Term Care Workers

Estimated Duration: 12 Hours
Your poll will show here

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Would You Rather…

A

B
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Where Are We Now: Broad Trends in Distance Learning

- Myth: If you build it, they will come
  - No, they won’t

- Truth: If you make something people {need, are interested in, are entertained by, care about}, they may stumble across you
  - Must meet a need
  - Reach out to people; be innovative in the outreach approach
  - Provide a product or service that is intuitively what people need
MEET THE MODERN LEARNER

As training moves to more digital formats, it's colliding with new realities in learners' jobs, behaviors, habits, and preferences.

Today's employees are overwhelmed, distracted, and impatient. Flexibility in where and how they learn is increasingly important. They want to learn from their peers and managers as much as from experts. And they're taking more control over their own development.

OVERWHELED...

1% of a typical workweek is all that employees have to focus on training and development

UNTETHERED

Today's employees find themselves working from several locations and structuring their work in nontraditional ways to accommodate their lifestyles. Companies are finding it difficult to reach these people consistently and even harder to develop them efficiently.

ON-DEMAND

Employees are accessing information— and learning—differently than they did just a few years ago. Most are looking for answers outside of traditional training and development channels. For example:

- To learn what they need for their jobs, employees access search engines online courses
- People are increasingly turning to their smartphones to find just-in-time answers to unexpected problems

COLLABORATIVE

Learners are also developing and accessing personal and professional networks to obtain information about their industries and professions.

EMPowered

Rapid change in business and organizations means everyone needs to constantly be learning. More and more people are looking for options on their own because they aren't getting what they need from their employers.
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We Need...

Kevin Monaghan
Emily Lloyd
Chris Anderson
Mark Chaput
Keith Platte
Sometimes Technology Inspires Us

  - Creative use of scrolling
  - No audio
  - Art is interesting without being cartoon-y

SHALE FRACTURING

The mixture reaches the end of the well where the high pressure causes the nearby shale rock to crack, creating fissures where natural gas flows into the well.
Sometimes Technology Inspires Us

- Lifesaver: https://life-saver.org.uk/
  - Combination of videos, gamification, storytelling
  - Branching and feedback based on answer
  - Timed responses replicate time-sensitive situation
Sometimes Technology Inspires Us

- Learn Genetics: [https://aelp.smartsparrow.com/v/open/9p44u9qd](https://aelp.smartsparrow.com/v/open/9p44u9qd)
  - Gamification in learning/scenario-based/exploratory learning
  - Branching
  - No audio
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Sometimes Technology Inspires Us

- Bear 71: [http://bear71.nfb.ca/#/bear71](http://bear71.nfb.ca/#/bear71)
  - Innovative combination of interactivity, videos, narrative, storytelling about grizzly bears in Banff National Park
Virtual World

- Show URL: http://vshow.on24.com/vshow/VCW2016/lobby/11146
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3D Models
Sometimes Technology Inspires Us

- **Car Finder** – Find Your Car with AR
  - Free
  - Uses camera, location
  - Intuitive
  - Simple

- **Sky Guide**
  - Free versions
  - Use day/night
  - Indoor/outdoor
Top e-Learning Trends – Worth Investigating/Considering for TC3

- Development tools
- Microlearning and personalization
- Mobile learning (mlearning) and BYOD (Bring Your Own Device)
- Augmented learning
- Virtual learning
- Gamification
- Storytelling
- New tricks for our old dog (Adobe Presenter)
Learning Technology

Development Tools

- Adobe
- **Elucidat**
  - Build desktop, mobile training simultaneously
- Articulate Storyline 2
- Camtasia Studio 8
- Lectora Inspire
  - Can detect if flash or HTML5 should be used
- **Smart Sparrow**
  - Adaptive learning
- Hot Lava
  - For mobile development
Microlearning and Personalization

- **Tutorials**
- **Short, topic-based**
- **Learn a job-specific concept and apply it immediately**

- **Examples:**
  - Khan Academy
  - Lynda.com

- **We have some videos already**
  - T 308, T 312
  - Other States (WA, etc.)
mlearning and BYOD

- In the eLearning Guild Research Report last year, 98% of Guild members reported owning at least one personal mobile device.
- Over 70% reported using their personal devices to accomplish work-related tasks.
- What does this mean for TC3?
Augmented Learning

- The context (place or situation the learner is in) is taken into account by the e-learning system in order to display or superimpose relevant material.
- Like a headphone tour of a museum, on steroids.
- Devices: Oculus Rift, Gear VR, Google Glass, phones, tablets.
- Example apps:
  - Golfscape GPS Rangefinder
  - Nearest Places (NYC, Chicago)
  - SpyGlass
  - Cyclopedia
  - Star Chart
  - SnapShop Showroom
  - Augmented Car Finder
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Virtual Learning

- Synchronous delivery
- Virtual reality

— Intuitive navigation that doesn’t require training or avatar building
Gamification

- Applying game mechanics and game design techniques to engage and motivate people to meet learning outcomes
- The process of taking something that already exists (website, application, training, online community) and integrating game mechanics into it

Examples:

- Scenario-based training
- Inspections
- Specific tasks
Personalized Learning

- Instruction that addresses the distinct learning needs, interests, aspirations, or cultural background of individual students

- How is it employed/implemented?
  - Creating learning pathways to facilitate exploratory learning
  - Eliminating traditional learning outcomes and validation techniques

E6 Learning Model (Christie, 2006)

[Diagram of the E6 Learning Model]

© 2006 by Alice A. Christie, Ph.D.
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**Storytelling (Storytorial)**

- **Story + Tutorial = Storytorial**
- **Story-based learning approach combines:**
  - Power of storytelling
  - Instructional design principles
- Provides an immersive learning experience
- **Goal is to be completely immersive**
- **Use of video and branching**
New Tricks Using Current Tools

- Publish to HTML5
  - Say goodbye to Adobe Flash

- New assets
  - Highly interactive
  - High-definition video
  - Character sets and background scenes
  - Embed webpages and YouTube videos

- Adobe video express
  - Allows live video or instructors to explain concepts
Other Trends That Can Impact E-Learning

- Cloud-based services
  - Increased use
  - Wireless devices
  - Easy access to fast internet
  - Security concerns
- What’s on the cloud?
  - LMS services
  - Files (design, development, sharing, etc.)
  - Authoring tools
  - Subscription vs. licensing
Where Are We Now? Training/Information Delivery Formats

- TC3 currently uses:
  - Web-based training (WBT)

- TC3 has also established the following:
  - New TC3 website
  - AASHTO/TC3 Training Store
  - Mobile app (static information)
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Facilitated Brainstorming
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Questions