



# Examples of How Advanced Training Technologies Can Be Used to Deliver Effective Training

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# Excellent Training Leads to Superior Performance

Training is all about creating high quality performance  
High quality employee performance requires high quality properly designed training.



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# What Happens When One Forgets The Fundamentals?

Delivery technology and design should be one of the last considerations.

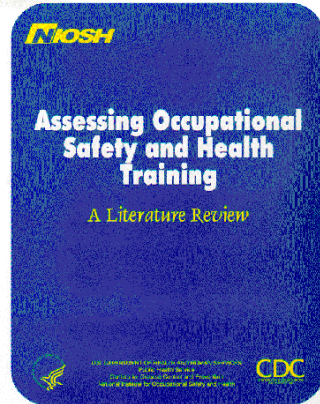


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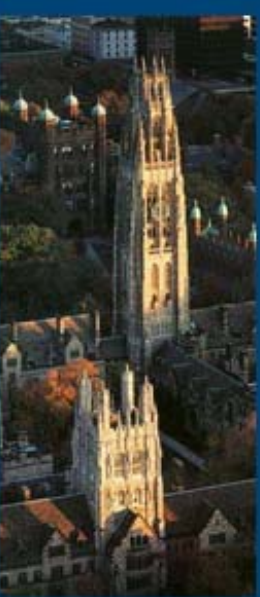


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# Critical Steps in Designing Effective Training



- **Needs Assessment**
- **Establishing Training Objectives**
- **Specifying Training Content and Media**
- **Accounting for Individual Differences**
- **Specifying Learning Activities**
- **Evaluating Training**
- **Revising Training**



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# Principals for Training and Designing For Adult Learners

- **Personal experience is the key learning tool.**
- **Motivation for learning is driven by needs - problem solving or personal satisfaction.**
- **Adults are independent learners (self directing).**
- **Protecting the learners' self-esteem is critical.**
- **Adults have clear expectations about training.**
- **Adults learn in a variety of ways and have preferences in learning styles.**

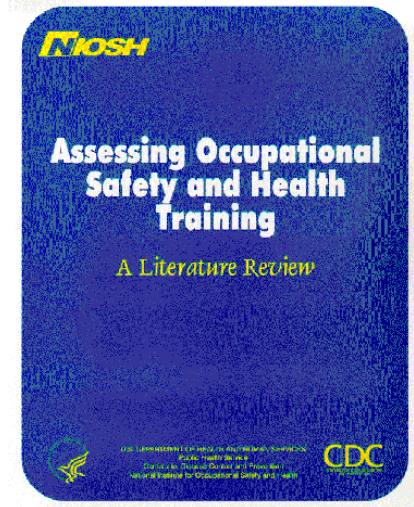
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# Training Critical Success Factors

- **Size of Group**
- **Length/Frequency**
- **Mode of Training**
- **Training Transfer**
- **Motivation-Promotional Factors**
- **Trainer Qualifications**
- **Management Role**



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# Training Trends

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Past → Present → Future

- Train on hire or when change in job
- Training on demand (24 -7)
- Training at specific times and places
- “Just in time” training

Streaming Video

Web-based training

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# Training Trends

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Past → Present → Future

- Train on policies, facts, procedures, controls (details)
- Training as a unique stand alone event
- Training in the use of tools
- Training that takes various forms and these training experiences are integrated over a period of time.

Web and computer based applications

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# Training Trends

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Past → Present → Future

- **Train delivered in lecture style facilitated by slides, pictures and hopefully good stories**
- **Training delivered electronically and interactive or with live trainer facilitated by multimedia (audio, pictures, video, virtual reality)**
- **Training that is instructor led and accomplished using structured learning experiences**
- **Training that is learner led and accomplished through exploration**

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# Training Trends

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Past → Present → Future

- **Successfully trained if sit in chair for X period of time and signed attendance sheet**
- **Successfully trained if meet or exceed learning objectives (verified by some assessment technique) regardless of time spent.**

**The goal of all training  
is improved performance...**

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# Examples of Training Products

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- **TSCA web-site/web-based training**
- **Chemical waste management - streaming video**
- **SPCC - computer-based training**
- **DVD-CDROM**

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# What tools do we need?



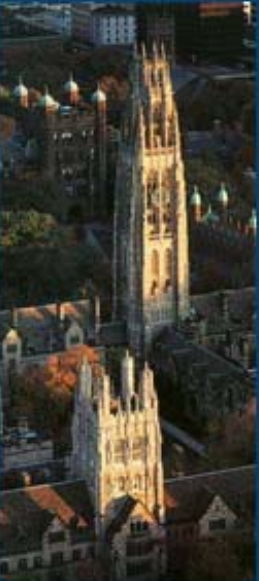
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# What tools do we want?

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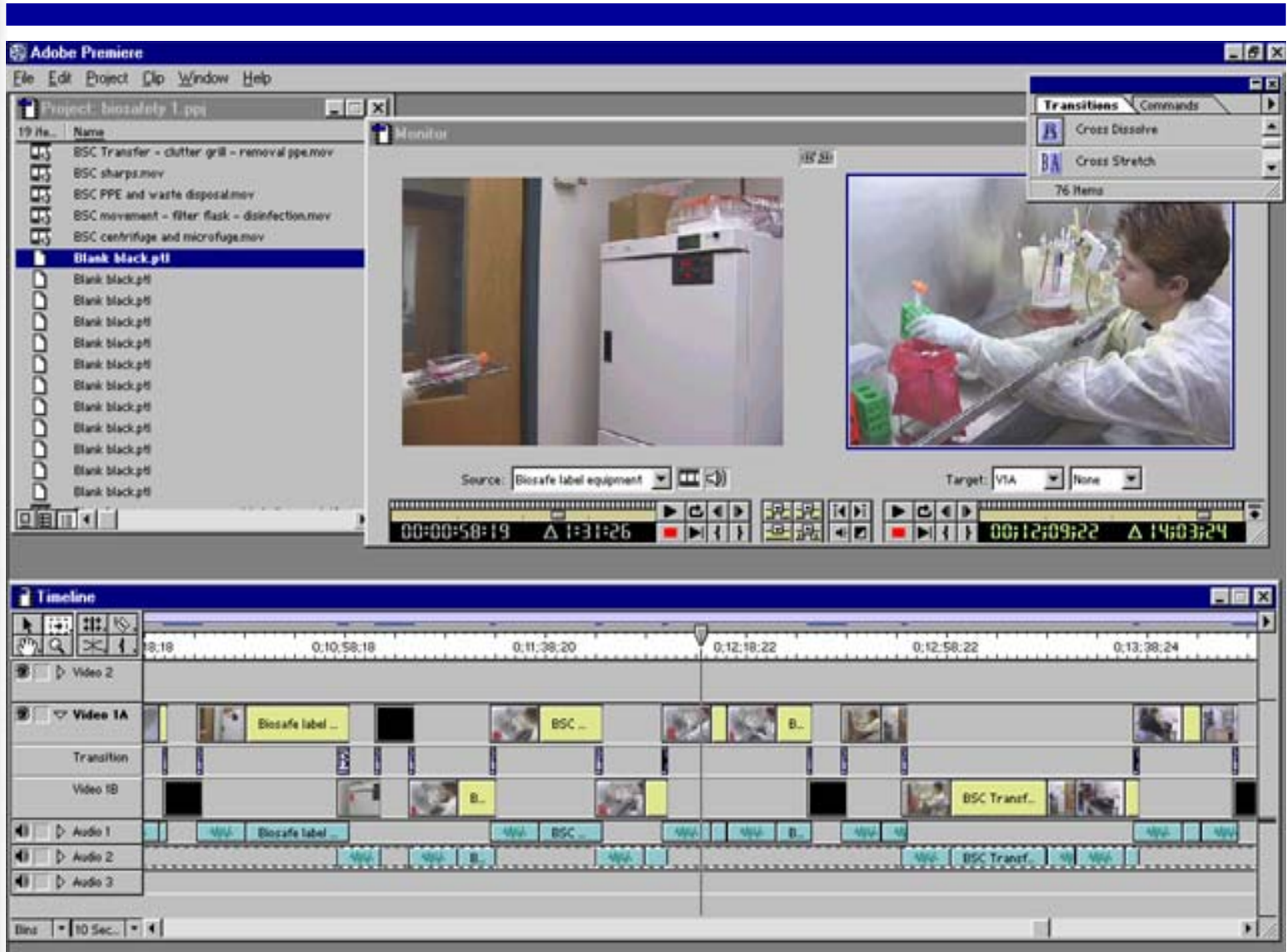


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# Non-linear Editing



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# Thoughts to Leave You With

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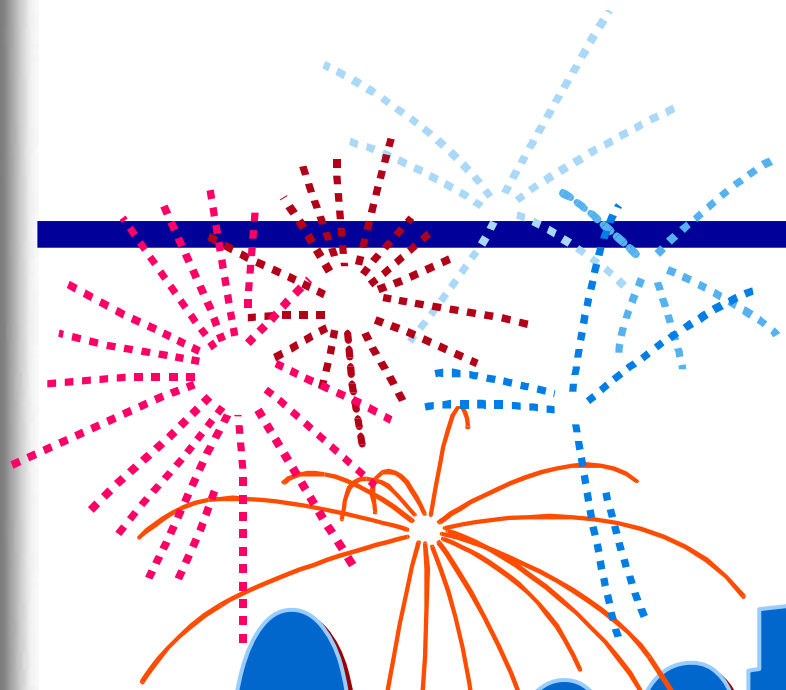
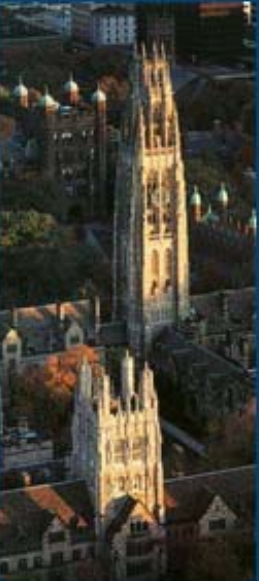
**Advanced technology training is about training and we must not get caught up on the hype and hoopla of technology at the expense of designing effective training. It is just another form of instructional technology.**

**Training should be fun....**

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# Questions?



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