

Competency Based Training

Classroom vs eLearning

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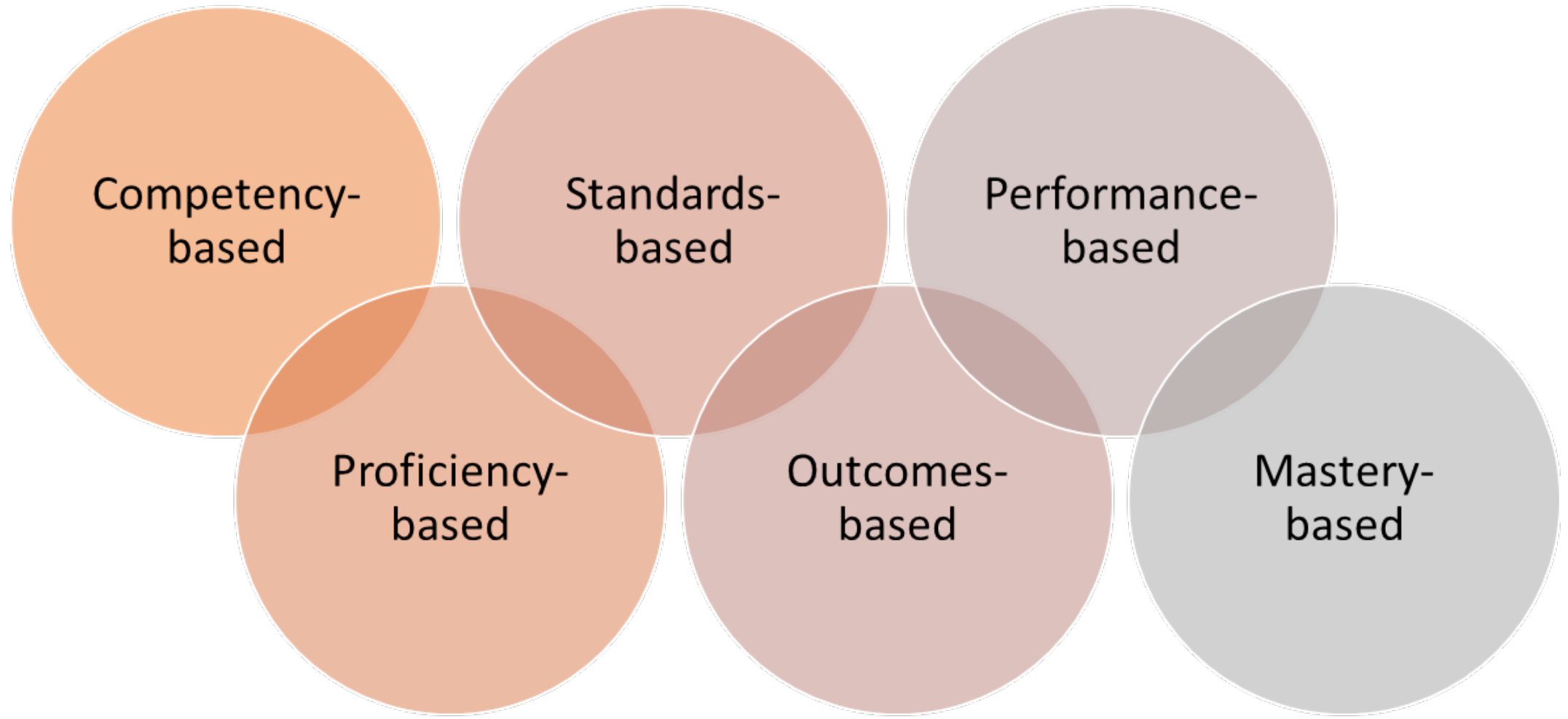


What is
competence?

“Competence can be described as the combination of training, skills, experience and knowledge that a person has and their ability to apply them to perform a task safely”



So what is
competency-based
learning?



Competency-
based

Standards-
based

Performance-
based

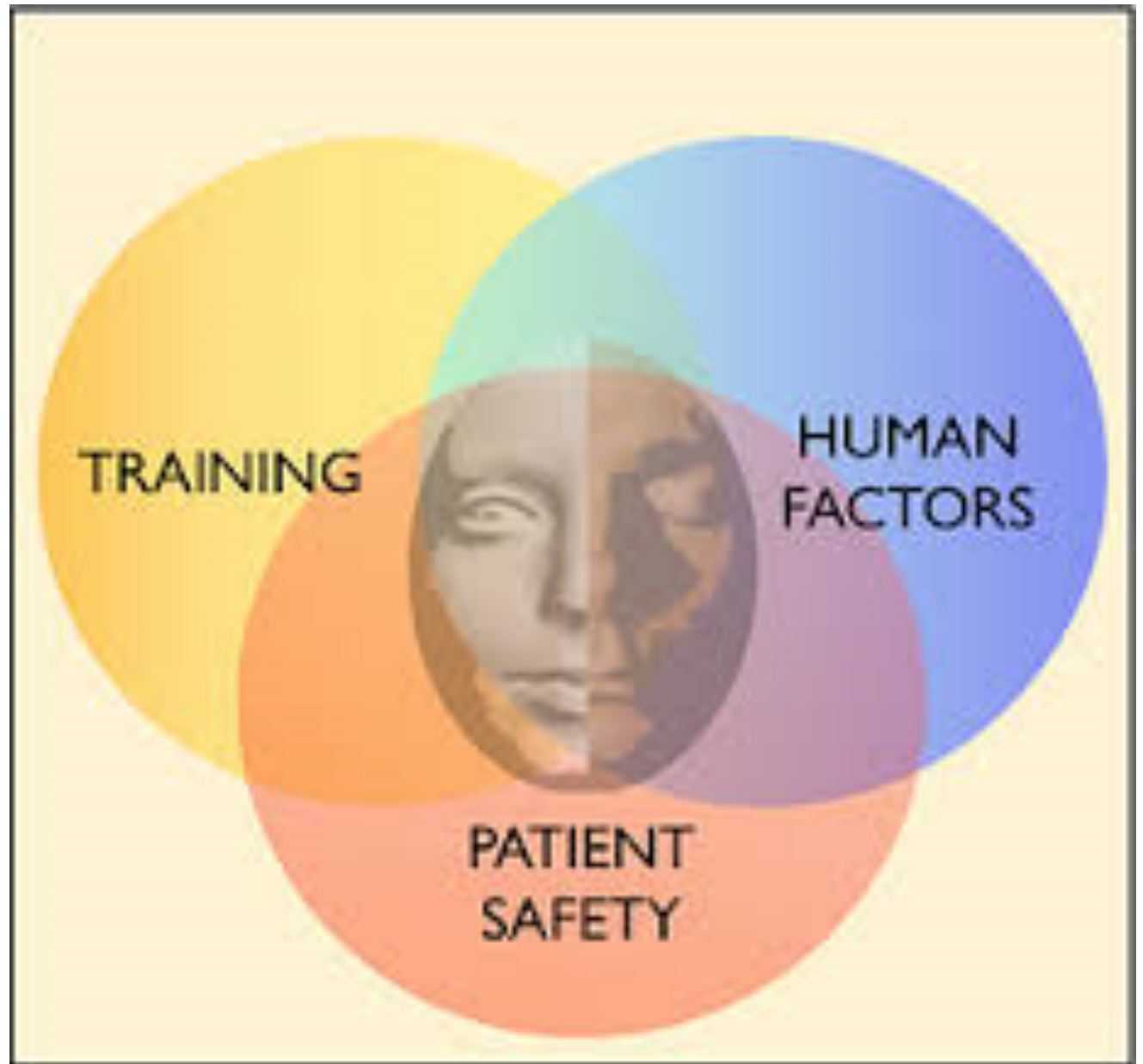
Proficiency-
based

Outcomes-
based

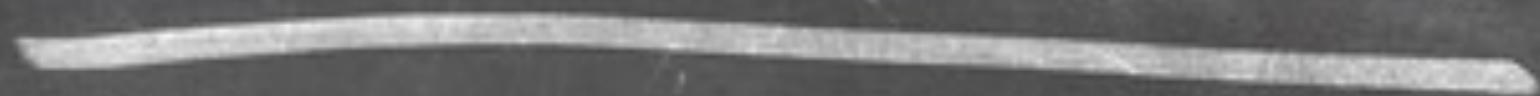
Mastery-
based



Human Factors



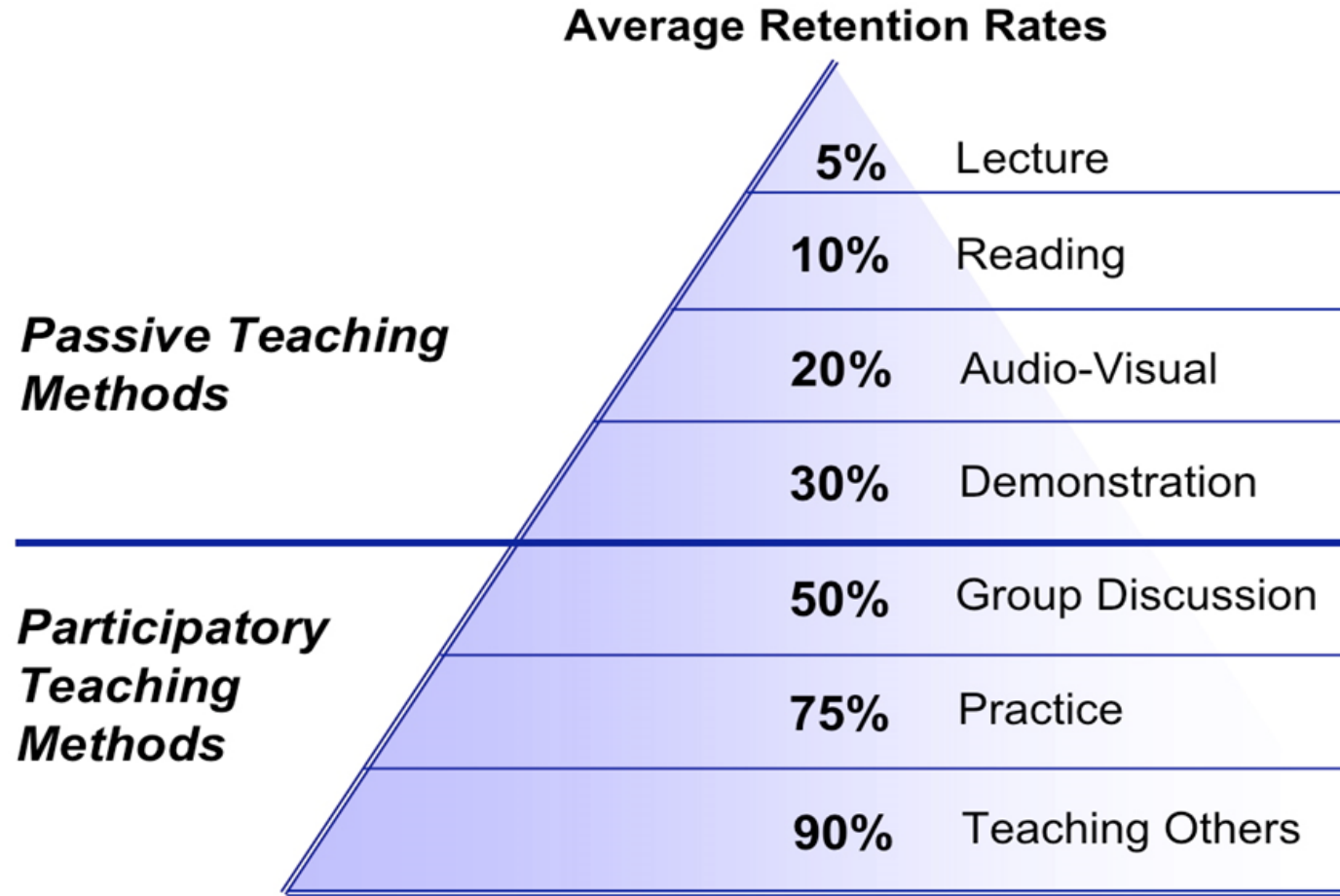
Summary



How do
we
learn?



The Learning Pyramid*



*Adapted from National Training Laboratories. Bethel, Maine



LEARNING STYLES

Learning Theories

Cognitive, emotional and environmental influences as well as **prior experience** play a part in how understanding is acquired and knowledge and skills are retained (Ormond, 2012).



*Behavioural
Learning
Theory*

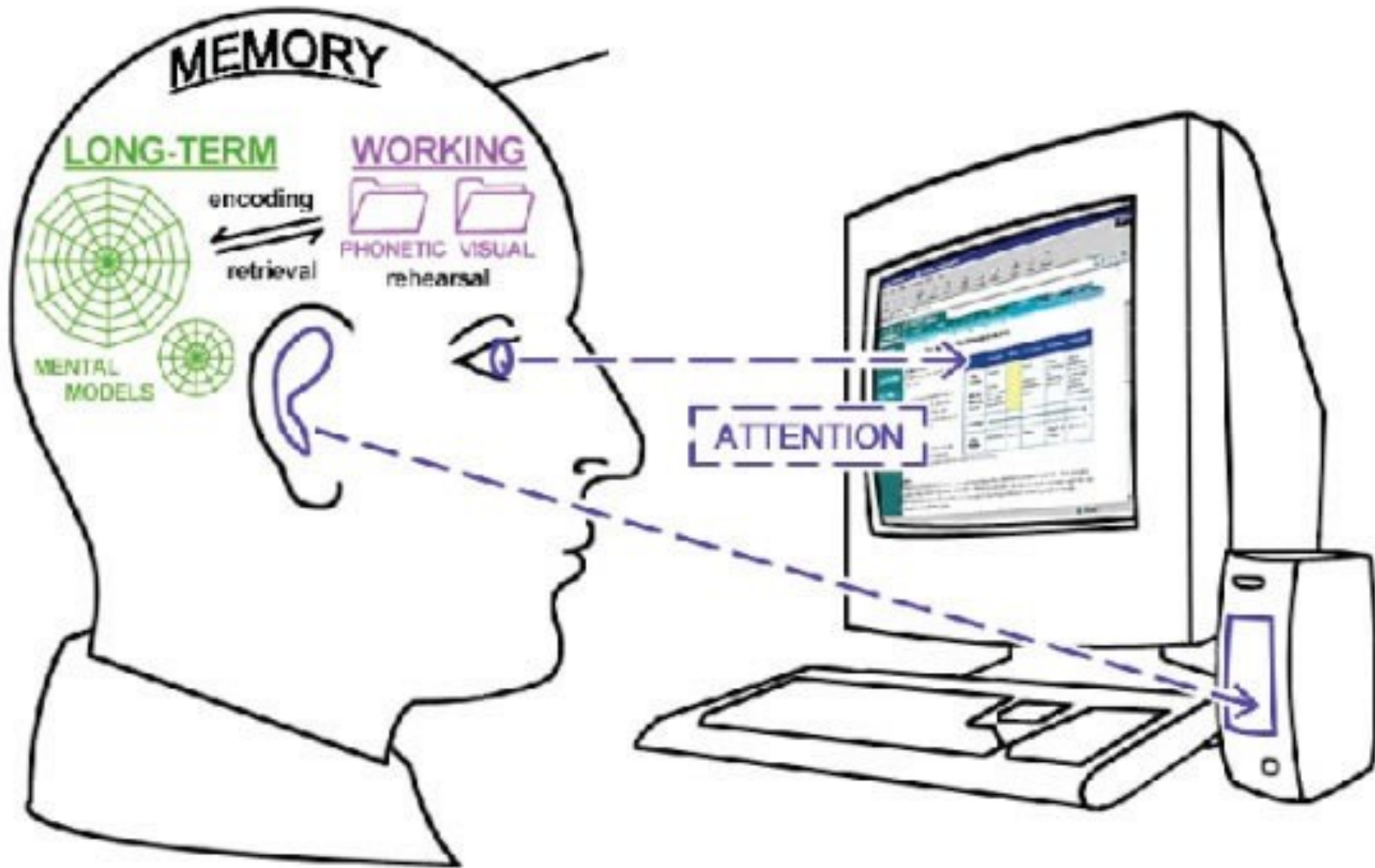




Constructivist Learning Theory



*Cognitive Learning
Theory*



Cognitive
Load
Theory

automation

processes

THE MODALITY EFFECT

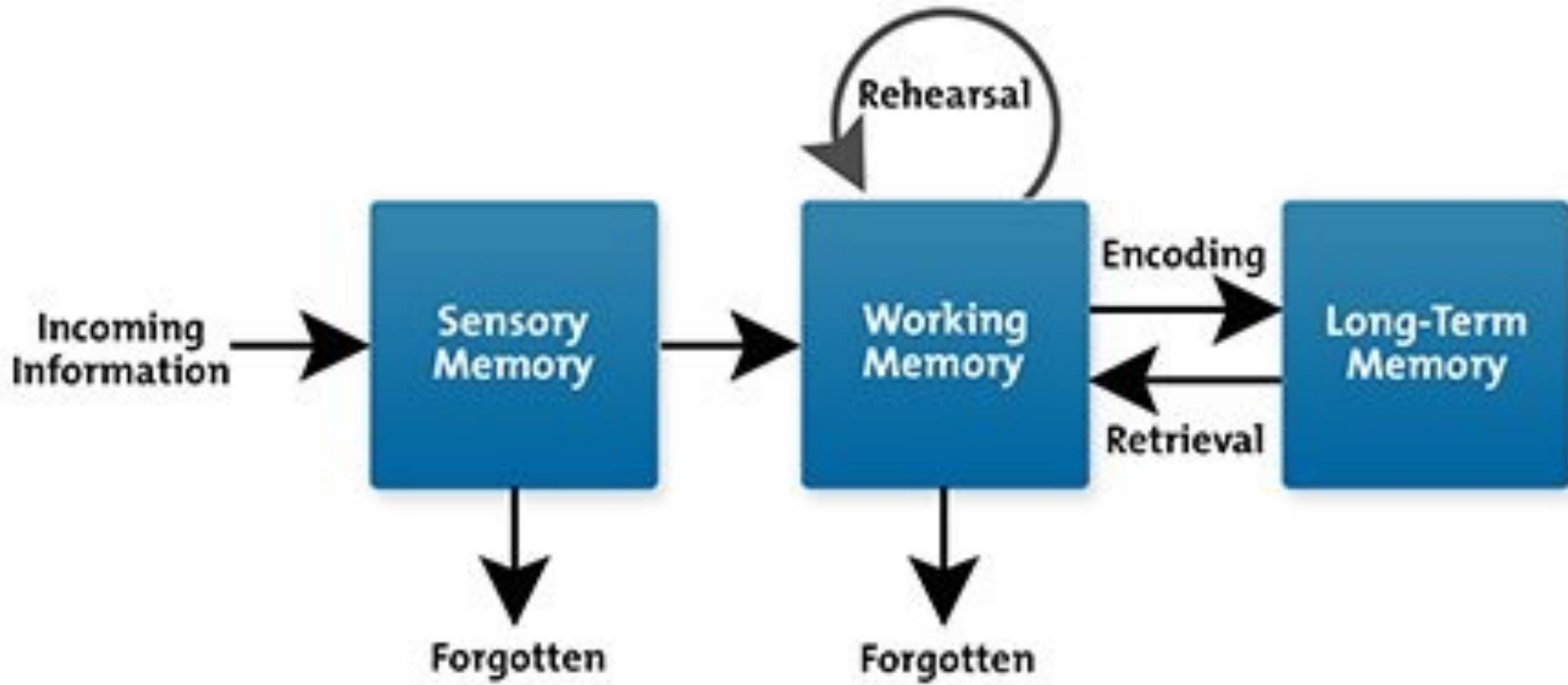
partition information so that
some is presented visually
(text and graphics)

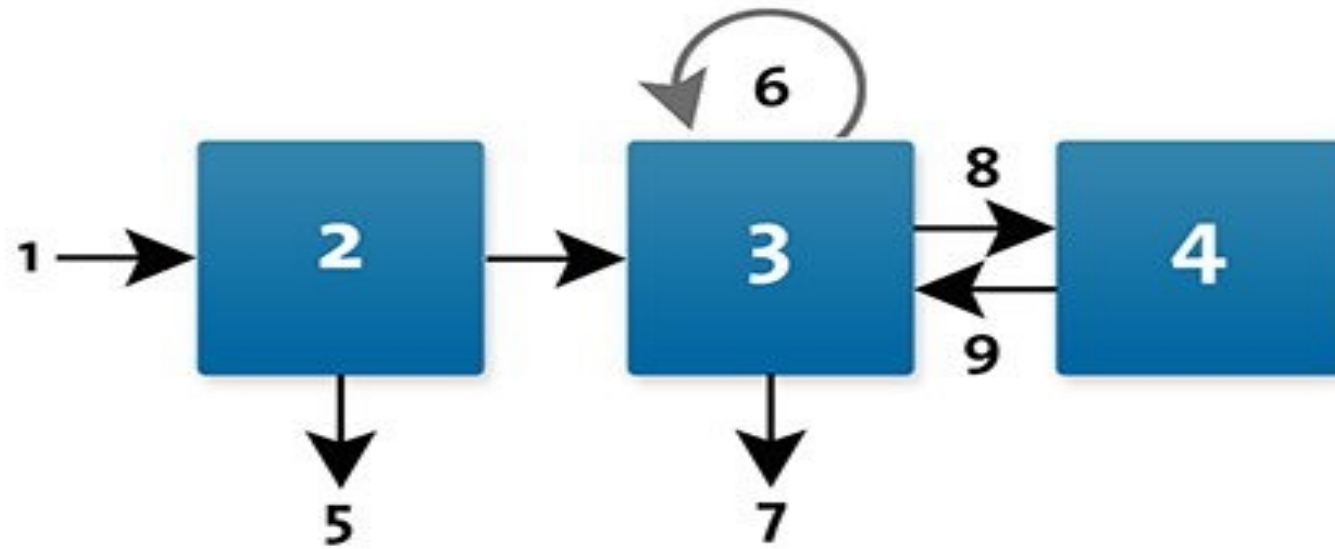
and some aurally



Cognitive Theory of Multimedia Learning

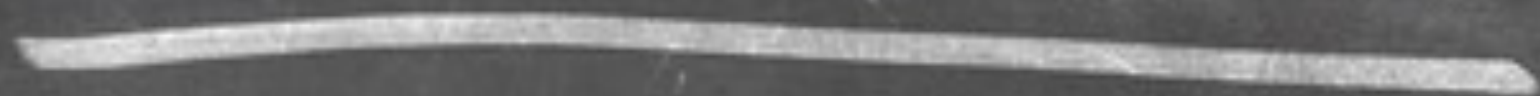






- 1. Incoming Information
- 2. Sensory Memory
- 3. Working Memory
- 4. Long-Term Memory
- 5. Forgotten
- 6. Rehearsal
- 7. Forgotten
- 8. Encoding
- 9. Retrieval

Summary



eLearnin g



Classroom Training



Human



- Motivation
- Personalization
- Feedback
- Fluency & Listening
- Relevance
- Discipline

BLENDED



Technology

- Mobility
- Structure
- Tracking & Control
- Self-Study
- Reduced Costs
- Global Reach



EXPERIENCE



SUMMARY

