

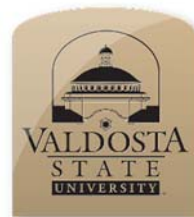
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LEARNER ENGAGEMENT IN THE WORKPLACE

A Cognitive Approach to Employee Skill Development through Hybrid Training



A History of Collaboration

In 2014, three departments at Valdosta State University partnered to design hybrid employee training programs. Powered by Desire2Learn, these programs were designed to meet the needs of these departments in alignment with the university's strategic plan.

VSU Strategic Plan



<http://www.valdosta.edu/planning/strategic-plan.php>

Goal 1: Recruit, retain, and graduate a quality, diverse Student population and prepare students for roles as leaders in a global society.

- **Objective 1.2:** Promote educational excellence in all learning environments through academic, professional, and social opportunities.
 - **Strategy 1.2.2:** Engage students in discipline-based inquiry and encourage students to disseminate their research.
 - **Strategy 1.2.3:** Promote professional development and collaboration throughout campus and beyond.



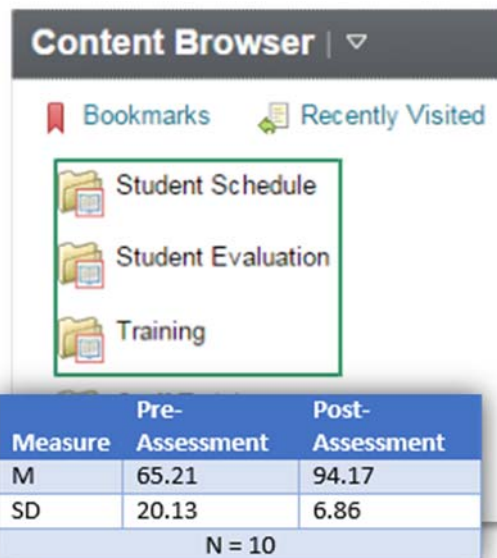
Dos and Don'ts of Training Design

Dos:

- Begin with an outline or plan in mind
- Think of the outcomes you wish to accomplish
- Set deadlines for yourself or team
- Use self-contained modules to guide user through content
- Accept feedback for suggested changes or improvements
- Keep a backup of your work
- Evaluate learning effectiveness through quizzes and surveys
- Help employees realize transferable skills
- Connect training with employees' career goals
- Focus on employees' strengths versus weaknesses
- Realize that training development involves performance improvement

Don'ts

- Attempt to complete everything in one sitting
- Procrastinate
- Be afraid to allow others to share in the design process



Example components:

- Learning content and assessments
- Policy compliance
- Skills and portfolio development
- Training evaluations and feedback