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# ***How to Build an Effective Computer Based Learning Module***

# Agenda

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- **Introduction**
- **Overview**
- **Part 1 : The Adult Learner**
- **Part 2 : Teaching Methods supporting Adult Learning**
- **Part 3 : What is a Computer Based Learning**
- **Part 4 : Develop a Course for Online Learning**
- **Evaluation**

# Course Objectives: Part 1

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**Participants will:**

- **Recall an adult learner's characteristics**
- **Recall who the adult learner is specifically in the healthcare industry**
- **Recognize how adults learners learn**
- **Apply the different learning styles**

# Adult Learners

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## Characteristics:

- **Self-directed:** *Need to take responsibility for their lives and decisions, want to have control over their learning.*
- **Practical & result-oriented:** *Want applicable info, prefer practical knowledge to improve skills, facilitate work and build confidence.*
- **Less open-minded:** *Resistant to change. Want to know the “Why”*
- **Motivation:** *That is the driving force behind learning. Want to improve, question conventional wisdom and stimulate the mind.*

# The Adult Learner

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## Characteristics:

- **Experienced:** *Adult learners bring different levels of experience*
- **Multi-level responsibilities:** *Juggle a lot; difficult to have time for learning (Parent, husband/wife, work, social groups,...)*

# The Adult Learner in Healthcare

**Fantasy!**

I love to be on the computer to read, read, read and learn.  
I have plenty of time to do this!



# The Adult Learner in Healthcare

**Reality!**

They want me to take  
another course online!  
It better be worth it!



# The Adult Learner in Healthcare

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## What are the challenges?

- **Large number of learners** *with very different experiences and expertise*
- **Time is limited:** *Healthcare providers care about patients and have limited opportunities for relevant practical education*
- **Overload of information:** *Healthcare workers are facing a growing amount of information that needs to be covered*



# How adults learn?

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- **Need to know why they are learning something**
- **Have a need for self-direction**
- **Enjoy problem solving or doing**
- **Have extrinsic (*promotion,...*) and intrinsic (*self-esteem,...*) motivators so make it worth**
- **Want to get knowledge immediately**



# Let's quiz....

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Using your transmitter, select the most appropriate answers to the following questions:

**#1. Adults differ from children in learning in which of the following ways?**

- a. Adults are more concerned about the content than the problem
- b. Real life problems in training make more sense to adults
- c. Adults do not care if the course does not meet their individual needs
- d. All of the above
- e. b only

# Let's quiz....

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Using your transmitter, select the most appropriate answers to the following questions:

**#2. When are adult learners most likely to become interested and enthused in a learning session?**

- a. While the instructor is lecturing
- b. When they are allowed to discuss their life experiences
- c. When the content being taught is very easy
- d. When they are given deadlines to complete tasks

# Let's quiz....

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Using your transmitter, select the most appropriate answers to the following questions:

**#3. Which type of teaching practice is best for adult learners?**

- a. Direct instruction
- b. "Hands on" learning / Simulation
- c. Lecture
- d. Text book learning

# Let's quiz....

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Using your transmitter, select the most appropriate answers to the following questions:

**#4. Which of the following is a major aspect of how adults learn new information?**

- a. Practice rote memorization
- b. Connections between new content and prior knowledge
- c. New sequences of thoughts
- d. Take detailed notes

# Let's quiz....

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Using your transmitter, select the most appropriate answers to the following questions:

**#5. Which of the following educator challenges are true for adult learners in healthcare settings?**

- a. A large number of diverse population to educate
- b. Limited opportunities for relevant practical experience
- c. A growing amount of information to pass on
- d. A limited amount of time to dedicate to learning
- e. All of the above
- f. d only

# Let's quiz....

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**Using your transmitter, select the most appropriate answers to the following questions:**

**#6. These are some of the adult learners' main characteristics**

- a. Motivated
- b. Goal-oriented
- c. Depth of learning decreases over time
- d. Self-directed
- e. Open-minded
- f. All of the above
- g. All but C & E
- h. A, B, D, E

# Main Learning Styles

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## Visual

- Visual learners prefer the use of images, maps, and graphic organizers to access and understand new information.



# Main Learning Styles

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- Written materials
- Videos
- Images
- Fonts & Color
- Graphics
- Demonstrations

# Main Learning Styles

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## Auditory

- Auditory learners best understand new content through listening and speaking in situations such as lectures and group discussions. Aural learners use repetition as a study technique and benefit from the use of mnemonic devices.

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- Videos
- Audio-clips
- Podcasts

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## Kinesthetic

- Students who are kinesthetic learners best understand information through tactile representations of information. These students are hands-on learners and learn best through figuring things out by hand (i.e. understanding how a clock works by putting one together.)

# Main Learning Styles

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## Visual

- Visual learners prefer the use of images, maps, and graphic organizers to access and understand new information.

- Manipulation, demonstrations,
- building exercises

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## Read & Write

- Students with a strong reading/writing preference learn best through words. These students may present themselves as copious note takers or avid readers, and are able to translate abstract concepts into words and essays.

## Kinesthetic

- Students who are kinesthetic learners best understand information through tactile representations of information. These students are hands-on learners and learn best through figuring things out by hand (i.e. understanding how a clock works by putting one together.)

# Let's Apply...

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In groups of 3 to 5 select a topic below or choose one appropriate to your needs.

- Stress management
- Restraints,
- Patient identification
- Blood administration
- Workplace violence
- Other \_\_\_\_\_

Based on this topic, brainstorm on appropriate method(s) or tool(s) you would utilize to include each learning style in the online course material and explain why.

At the end of the 15-20 minutes allowed, elect one member of your group to present your ideas to the class.

# Formative Learner Evaluation

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Take 5 to 8 minutes to complete this short paper formative evaluation.  
This will help us improve the design of the program.



# Course Objectives: Part 2

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**Participants will:**

- **Define best practices for adult teaching**
- **Compare and contrast learning theories**
- **List strategies to help employees become motivated learners**