



Tools and Strategies for Increasing Learner Engagement

August 28, 2024

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Audience Poll

How would you rate your experience with delivering laboratory training?



Agenda

Webinar goal and objectives

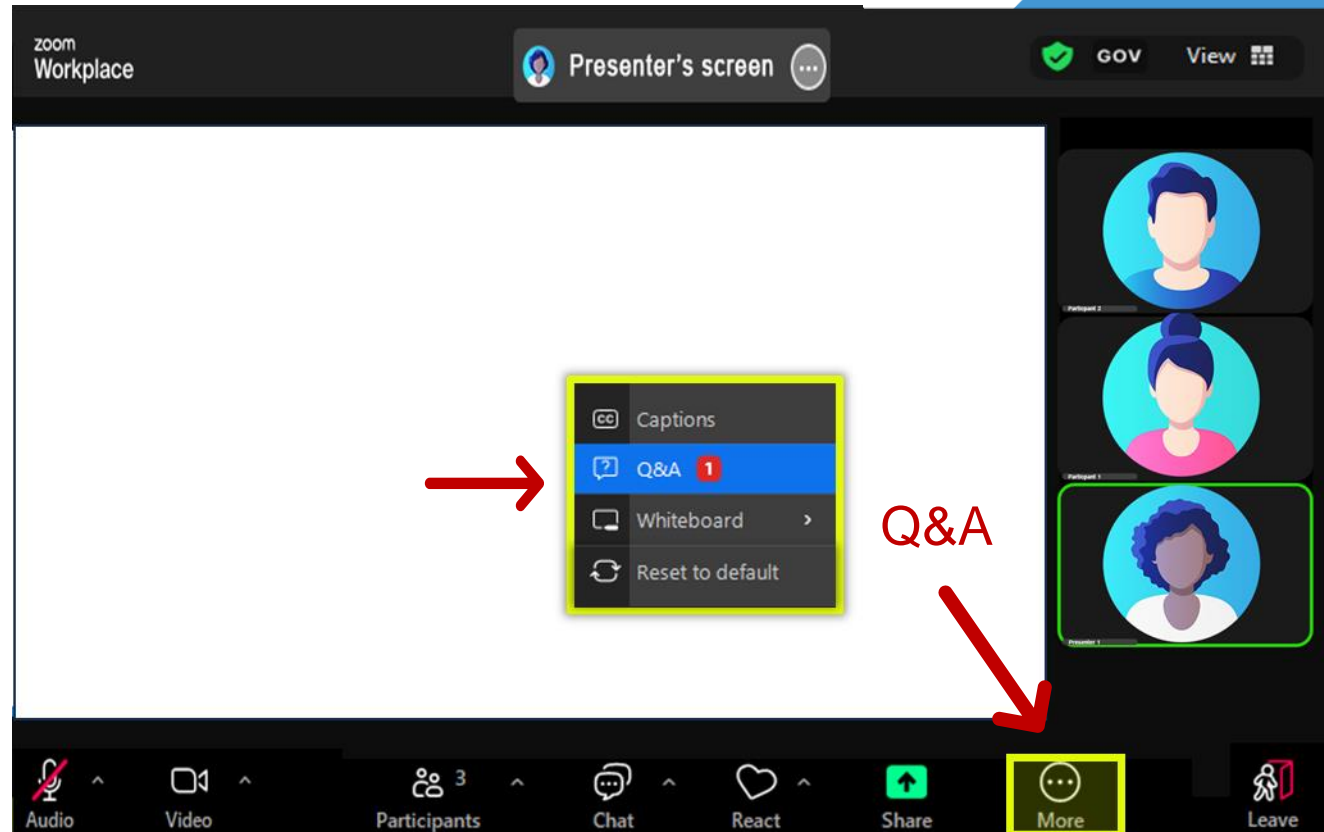
Learner engagement overview

Questions and answers

Webinar Platform

Throughout this webinar, we may use the following features:

- Q&A
- Chat
- Reactions
- Closed Captions



Goal and Objectives

The goal of this webinar is to discuss practices to help laboratory trainers increase learner engagement before, during, and after training.

At the conclusion of this webinar, the learner should be able to:

- Describe two skills needed to increase learner engagement and enhance training capacity
- Identify three practices to increase learner engagement before, during, and after training





OneLab **Resources**



Training of Trainers (ToT)

Developing Effective Laboratory Training Toolkit

This toolkit aims to help develop laboratory instructors' knowledge and skills to deliver more effective training.



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What is learner Engagement?

Learner engagement refers to the quality of learner participation before, during, and after training. This participation should align with the learning objectives, be inclusive, and motivate learners to interact further in laboratory training.

Engagement provides interaction between the learner and the trainer, between the learner and the content, and between learner and learner.

Training of Trainers (ToT)
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Engagement practices for learner engagement **before** your training
To enhance engagement before training, consider incorporating the following practices:

- **Training needs assessment:** Conduct a needs assessment, which can be performed through environmental scans, informational interviews, or surveys, will help the trainer determine the learner's needs and whether the activities are inclusive and accessible.
- **Training material:** Provide learning materials such as resources, instructional videos, and job aids to prepare learners before the training.
- **Discussion board:** Encourage participants to interact with the content and one another before the training through discussion boards.
- **Pre-requisites:** If applicable, communicate other training or assignments that must be completed prior to participating in the training.

Engagement practices for learner engagement **during** your training
To enhance engagement during training, consider incorporating the following practices:

- **Ask questions:** Ask questions, fact, or activity to capture attention.
- **Use real-world examples:** Use real-world examples, scenarios, and question-and-answer sessions. Use real-world examples to avoid cognitive overload. This will help capture participants' performance to help them learn.
- **Use visual aids:** Use visual aids to effectively support your content and capture attention.
- **Use active learning:** Use active learning practices to reinforce and build on learning that reinforces and builds on learning.
- **Use collaborative learning:** Use collaborative learning. This information can increase learner engagement.
- **Use social media:** Use social media to connect with one another by email or other means and learn from others.
- **Use peer-to-peer learning:** Use peer-to-peer learning with participants. This allows learners to share their experiences and learn from others.
- **Use self-paced learning:** Use self-paced learning to encourage you to research and learn at your own pace.

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Increasing Learner Engagement

Learner engagement is important to increase the knowledge, skills, and abilities of our learners (participants), especially in a virtual training environment. Within this chapter, we will discuss what learner engagement is, the benefits that come from it, and the practices that laboratory trainers can take to increase learner engagement for your next training.

What is learner engagement?

Learner engagement refers to the quality of learner participation before, during, and after training. This participation should align with the learning objectives, be inclusive, and motivate learners to participate further. Engagement provides interaction between the learner and the trainer, between the learner and the content, and between learner to learner.

Benefits of Learner Engagement

- **Motivation to learn:** Learner engagement motivates learners to actively participate in the training and encourages others to do so also.
- **Increase of completions:** Engaged participants are more likely to complete training assignments and provide valuable evaluation feedback.
- **Application of skill:** Learner engagement can increase participants' likelihood of applying a learned skill within their laboratory role.
- **Foster community:** Engaged participants often share experiences and learn from others' experiences, which can foster a community of practice.

Skills needed to promote learner engagement

Effective trainers possess the following skills to promote learner engagement. These skills can build relationships and trust between you and the participants.

- **Open communication:** Ask open-ended questions to gain participants' understanding and encourage real-world examples to keep learners engaged in the conversation.
- **Active listening:** Listen to what participants are sharing and acknowledge their point of view.
- **Adaptability:** Adjust content and delivery methods, if needed, to ensure learners' needs are met.
- **Set clear expectations:** Set and communicate clear training expectations for both the learner and trainers.



Benefits of learner engagement

Motivates learners

Increases number of course completions

Empowers learners to apply skills

Fosters community

Skills needed to promote learner engagement



**Open
communication**

Active listening

Adaptability

Engagement practices



Before training



During training



After training

How to engage learners before training

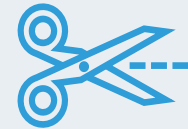


- Conduct a needs assessment
- Set and communicate clear laboratory training expectations
- Provide learning materials
- Encourage learners to interact
- Communicate other training or assignments



How to engage learners during training

- Open with an attention-getter
- Create interactivity
- Break up content into digestible pieces
- Provide specific feedback to learners
- Ensure the text and graphics effectively support your content



How to engage learners after training



- Provide opportunities for continuous learning
- Allow learners to give feedback about the training
- Encourage learners to connect with one another
- Share upcoming training opportunities with learners

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Questions?

ToT Resources

Developing an Effective Laboratory Training Toolkit



Increasing Laboratory Learner Engagement



Delivering Successful Virtual Laboratory Training

Certificate of Completion and Continuing Education

Training of Trainer (ToT) Webinar Series – Learner Engagement

Due September 11th, 2024

Code: TOT2024!



Thank you!

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