Topic-Based Learning Saves Resources and Improves Learning

Please fill out the poll if you haven’t already
https://www.surveymonkey.com/r/TLIC
Welcome!

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What do you need to know to drive a car?
What is Topic-Based Learning (TBL) Development?

Topic-Based Learning is different from traditional learning because it focuses on what the learner needs to do, versus what they should know.

• Learner gets information closer to time of need
• Create smaller courses
• Learning experiences are more relevant
Why it's Important

• Learner-focused
• Cuts through clutter
• Faster Development
• Content re-use
Why we did it

- New LCMS – migration forced review of content
- Research & Interviews – Different learner profiles – multi-generational workforce
- Moved to Agile development – decreased development times
How we do it (background)

- BNA - Business Needs Analysis
- LNA - Learner Needs Analysis
- Blueprint
### Task-Based Training in Action

<table>
<thead>
<tr>
<th>Skill</th>
<th>Topic</th>
<th>Task</th>
<th>Audience</th>
<th>Criticality</th>
<th>Resource</th>
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**Skill** == What you are trying to do: Drive a car.

**Topic** == Slow the car. Can be consumed individually, or a building block in a learning experience.

**Task** == The actual action. A Task is where you can measure performance.
# Task-Based Training in Action

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**Criticality**
1 - Decreased efficiency in performance
2 - Limited but noticeable impairment of success
3 - Sizable cost to repair or lasting consequences
4 - Major problem for client, employee, or organization
Lessons Learned

- Know Audience
- Pilot(s)
- TBL & Agile
- Upskilling Workforce
- Re-use Design
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