

Learning Transformation

The Learning Transformation Initiative (LTI) continues to pursue efficiency and effectiveness improvements in learning activities for the agency. The focus of the LTI's activities continue to be on supporting the Project AIM's efforts in the development of competency models to support improvements in staff's agility. In an effort to make many of our current learning activities more efficient, the LTI effort has started working on moving a variety of courses to a more blended learning solution.

Competency Models

Development of competency models for mission critical positions supports Project Aim, recommendation A.1-2.a and aids in improving agility by providing a framework to define competencies and skills, as well as specific behavioral examples of great performance to be successful on the job. Competency models will be developed through a rapid job task analysis process performed by selected high performers in each mission critical position. These mission critical positions are being identified through Office inputs to OCHCO. Through the use of these models, when an employee changes roles, a quick comparison of competencies and skills can be conducted to identify the "development gap" between current and desired performance to be successful in the new position. The appropriate development activities can be conducted to close that gap and prepare the employee to perform in the new role.

Blended Learning

Blended learning is defined as using a combination of learning delivery techniques to optimize knowledge transfer and skills development to accomplish a desired outcome. Future design of learning activities will:

- Focus on performance, not just knowledge
- Be accessible at the point of need, when that knowledge needs to be applied on the job
- Provide opportunities for guided practice with a mentor
- Accommodate learners' preferences for text, video, graphics, audio, or social learning

LTI Guidance

OCHCO established a Learning Transformation Steering Committee (LTSC) in late 2015 to provide a platform to promote learning transformation initiatives and identify strategies that support the diverse workforce needs. The LTSC is made of key office staff to aid and support of the change in learning strategies throughout the agency.

Collaborative Learning Environment

The LTI Team has put in place the Collaborative Learning Environment (CLE) to support a more collaborative learning experience beyond what our current Learning Management System (LMS) can support. The CLE was tested using Fundamental Health Physics training which provides support for the Agreement State learning activities. The CLE provides for an integration of social learning, self-paced activities, animation, and blended learning opportunities.