National Training Aircraft Symposium (NTAS)   2020 - Perspectives: A Vision into the Future of Aviation

Mar 4th, 8:00 AM - 9:00 AM

Morning Keynote Speaker - Slashing the Learning Curve thru Effective Training

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These Professionals Have One Thing in Common…

SLASHING THE LEARNING CURVE THRU EFFECTIVE TRAINING

NATIONAL TRAINING AIRCRAFT SYMPOSIUM - ERAU, DAYTONA CAMPUS
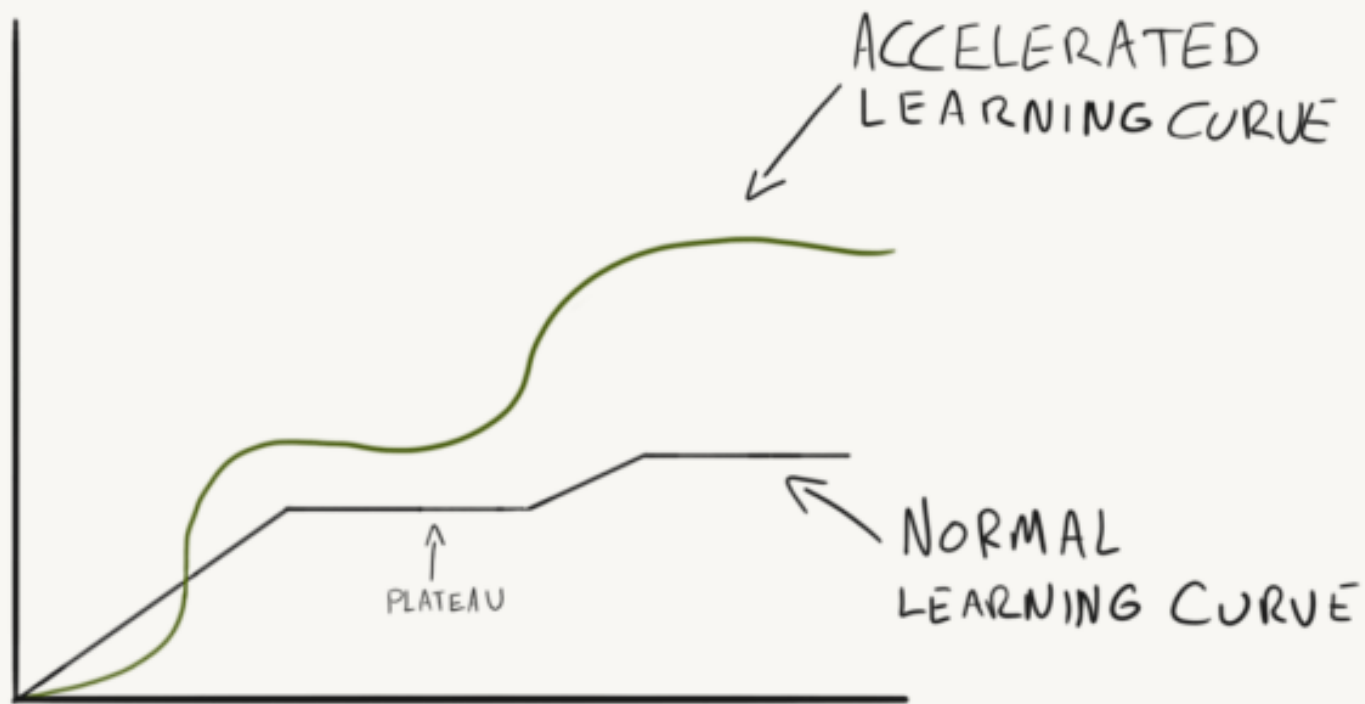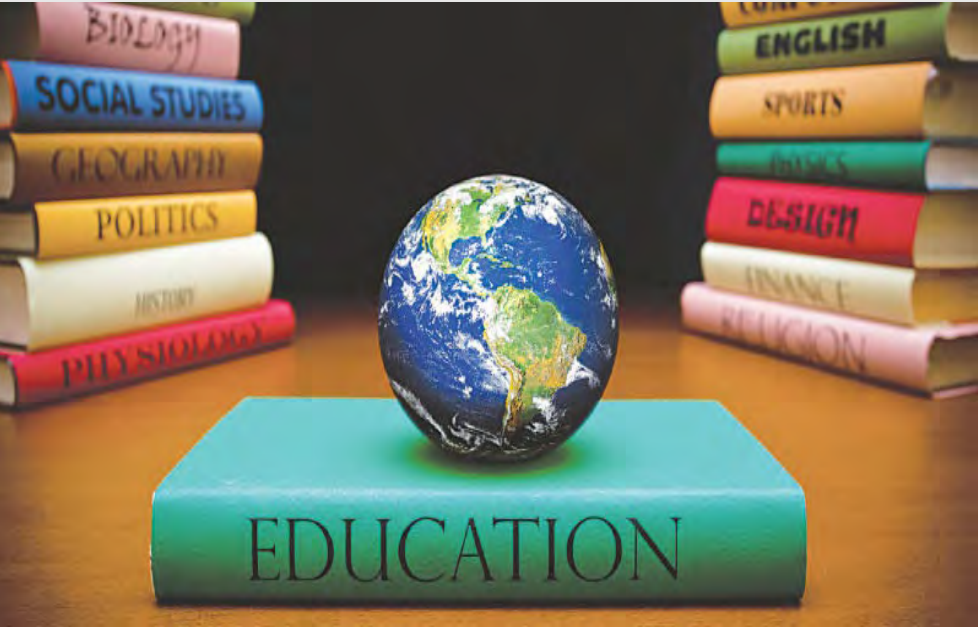
MARCH 04, 2020

Ed Onwe

Image From: https://dariusforoux.com/accelerate-your-learning-curve/

Each experienced a **Learning Curve** in their Professional Journeys…

Education Vs. Training

Training Needs Assessment (TNA)

1. Organizations conducted **Training Needs Assessment** less than 50% of the time

2. Inputs into the training process not systematically identified

3. Outputs of the training process not often systematically evaluated

4. A great deal of money lost in training

Nelson, R.R., Witener, E.M, Philcox, H.H., *The Assessment of End User Training Needs* Communications of the ACM, Vol 38, No. 7

TNA- Purpose and Benefits

1. ID Organizational Goals

2. ID Gaps/Discrepancies between employee skills and skills required for the job

3. ID Problems that may not be solved by Training

4. ID Conditions suitable for effective training and development

5. Determine the effectiveness of existing training programs

3 Content Areas for Training Needs Assessment

ORGANIZATIONAL ANALYSIS

TASK ANALYSIS

PERSON (INDIVIDUAL) ANALYSIS

Training & Learning are never-ending cycles of organizational existence

Take a PDCA approach to Training

1. Deploy Plans Based on Needs Assessment

2. Train Effectively

3. Assess effectiveness

4. Remedy and Improve training to close skill deficiencies and address lapses

Level 1	Reaction
Level 2	Learning
Level 3	Behavior
Level 4	Results
Level 5	ROTI

Assessing Training Effectiveness

Image credit: Pedro Fernandes | Getty Images

An Agile Learning Culture

Learn what you need to know quickly

1. Fosters Collaboration needed for Success

2. Aligning personal goals to organizational objectives

3. Makes Learning Non-Linear

4. Breaks Learning into chunks

5. Allows organizations to quickly respond to change

6. Enables data-based decision making

Integrate Learning into the Culture	Make Room For Team Learning	Learn Nonstop
Shrink the Amount of Learning	Promote On-demand Learning	Make Learning Enjoyable
Promote Peer Learning	Learn In all places	Personalize the Learning Experience

Promoting an Agile Learning Culture