



Unleash the Power of Learning Using a Blended Approach

**52 Ways to Increase
Engagement With These
Simple Scoops!**

Authored by Dr. Gina Anderson

Illustrated by Elizabeth Nordquest



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About the Authors

Dr. Gina Anderson is the CEO of Luma Brighter Learning, an award-winning learning company and a 2023 recipient of the prestigious Inc. 5000 Fastest Growing Companies award. Dr. Anderson routinely publishes new, measurable, science-based techniques specifically focused on driver learning to help companies improve their safety scores and uphold compliance. She has been featured in prominent publications such as *Inc.* magazine. She is the creator and host of the I Love Learning podcast, which features leaders from across the world sharing what motivates them to learn, and author of *Teaching Without a Teaching Degree: Luma Learning Lessons*. Dr. Anderson holds a Doctor of Education in instructional systems technology from Indiana University, where she also minored in learning science. She has a passion for helping people learn. Learn more about Dr. Anderson at www.learningwithgina.com.



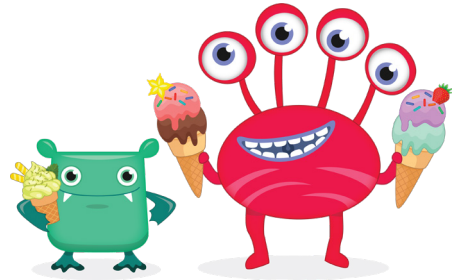
Elizabeth Nordquest is the director of art at Luma Brighter Learning and published illustrator of the book *Teaching Without a Teaching Degree: Luma Learning Lessons*. Elizabeth is a graduate of Ohio University's School of Visual Communication with a Bachelor of Science in interactive multimedia and holds a specialization in art history. Elizabeth started her career designing in-person and digital museum exhibitions, then transitioned to educational software and online training. She enjoys drawing the Luma monsters as they take part in their various learning activities.



What's the Scoop?

Dr. Clayton Christensen popularized the term *blended learning* in 2008 in his book *Disrupting Class: How Disruptive Innovation Will Change the Way the World Learns*. This term has been defined as a learning experience that merges a portion of education taught in a traditional face-to-face manner with online education (Bonk & Graham, 2006).

It helps to think of learning experiences as an ice cream cone with different toppings: you can choose from many flavors and toppings to make each ice cream cone unique. Learning experiences are a lot like ice cream in the sense that each experience can be unique. By mixing, remixing, and building your own “scoops,” you can deliver unique learning experiences.



Researchers have published the benefits of blended learning for many decades (Online Learning Consortium, 2022). For more than a decade, Luma Brighter Learning has applied the concepts of blended learning to learning experiences for adult learners in transportation. Luma's clients have reported these benefits of blending learning:



Increased access and flexibility



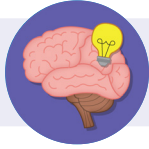
Increased cost-effectiveness



Decreased time in the physical classroom



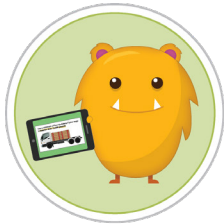
Increased satisfaction



Increased attention and improved learning

Examples of Models of Blended Learning

Luma Brighter Learning CEO Dr. Gina Anderson developed examples of this approach in the context of Luma's eNugget® Learning management system, which includes a growing library of micro lessons and utilizes blended learning to enhance when and how adults learn, specifically in the trucking industry.



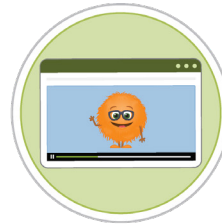
Online Luma Laboratory



Luma Flipped Classroom



Group Rotation



Luma Supplemental and Reference Repository



Coaching and Evaluation

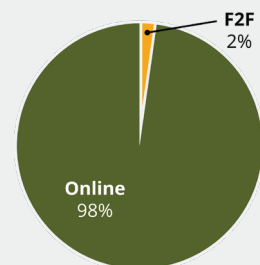
Each example model defines the portion of time spent face-to-face (F2F), in either a virtual or physical classroom, and the portion of time the learner is independently learning online. These formats can be defined as *synchronous*, when learners learn in real time, or *asynchronous*, when learners learn at their own time and pace.



ONLINE LUMA LABORATORY

1. Luma delivers the curriculum that traditionally would be facilitated in a passive lecture format in the classroom.
2. Interactive sessions are scheduled in LumaLive® with a live trainer.
3. Ongoing discussions take place online through discussion boards.
4. Classroom time is used for learners to pick up keys and trucks and, potentially, to make personal introductions.

*Guided support may be provided face-to-face, which increases the F2F time for this model.

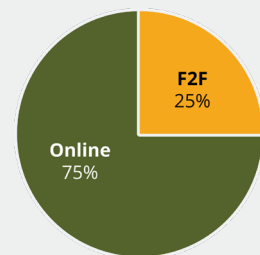


BLENDED LEARNING



LUMA FLIPPED CLASSROOM

1. Forms and a portion of eNuggets® are completed on Luma's platform before learners come on-site.
2. Assessments are used to guide and structure Q&A in the classroom.
3. Classroom time is spent conducting road tests, reinforcing important concepts, and performing hands-on demonstrations.
4. Learning is reinforced with homework on Luma's platform after class.
5. Recurring assignments happen online after classroom instruction.

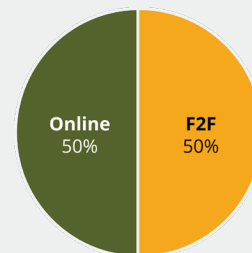


BLENDED LEARNING



GROUP ROTATION

1. Drivers are situated on a learning path that is dependent on years of experience.
2. Drivers rotate between online eNuggets® and traditional classroom instruction.
3. Groups work at a different pace on different activities.
4. Trainer usually oversees work on Luma's platform in person.
5. Drivers may complete homework assignments online or in class.

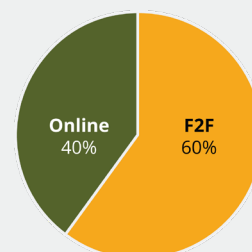


BLENDED LEARNING



LUMA SUPPLEMENTAL AND REFERENCE REPOSITORY

1. Concepts taught in person are reinforced through Luma's eNuggets® and tools.
2. Handbooks, accident forms, digital evaluations, SOPS, and permits are loaded into Luma's platform so they can be viewed and in some cases completed on tablets and mobile devices.
3. Safety meetings are scheduled and conducted online throughout the year in LumaLive®.

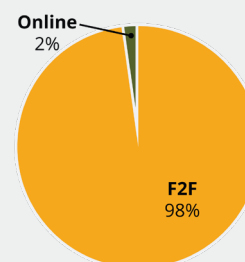


BLENDED LEARNING



COACHING AND EVALUATION

1. Luma is supplemental to a large portion of coaching occurring in person.
2. The trainer deploys Luma's tools on a case-by-case basis to supplement or remediate classroom learning.
3. Coaching may occur in person and evaluations submitted online.
* Coaching can be done through LumaLive®, increasing the online portion of this model.



BLENDED LEARNING

In each example of the blended learning model, Luma presents a combination of options that, as shared in the next section, promote learning.

According to Dr. Anderson, when implementing blended learning, as in the previous examples, consider these approaches:

ANCHOR BLEND



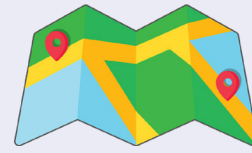
This approach involves a large portion of face-to-face sessions as the primary focus, or anchor, of the experience, with less time spent before or after class online.

BOOK END BLEND



This approach involves a small portion of learning either online or face-to-face followed by more substantive interactions of the alternate method (i.e., face-to-face or online), then concluding with the reinforcement of the initial practice of either online or face-to-face.

FIELD BLEND



Instructional assets are online, and the instructor provides a range of instructional assets. Format options may be provided to meet diverse learning needs. The approach combines some online learning with some face-to-face learning.

E2A Model

Based on her research and work within the driver industry, Dr. Anderson (2018) published guiding principles that lay the foundation of all education, training, and content that Luma Brighter Learning creates. The E2A model employs three principles of learning that are critical to learning: engagement, efficiency, and authenticity.



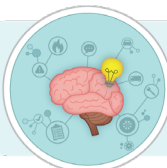
ENGAGEMENT

Learning is promoted when users are attentive and motivated to learn (Merrill, 2012).



EFFICIENCY

Learning is promoted when you create a learning environment that is aware of the limits of human cognitive capacity (Clark et al., 2006).



AUTHENTICITY

Learning is promoted when you make it relevant to the learners.

These principles set the foundation for success when designing any blended learning program.

Learning Context

Regardless of the piece of the education you want to blend, here are key questions to consider:

Where/Who: What resources do you have that support a blended program?

When: What is the best use of the time you have with the driver?

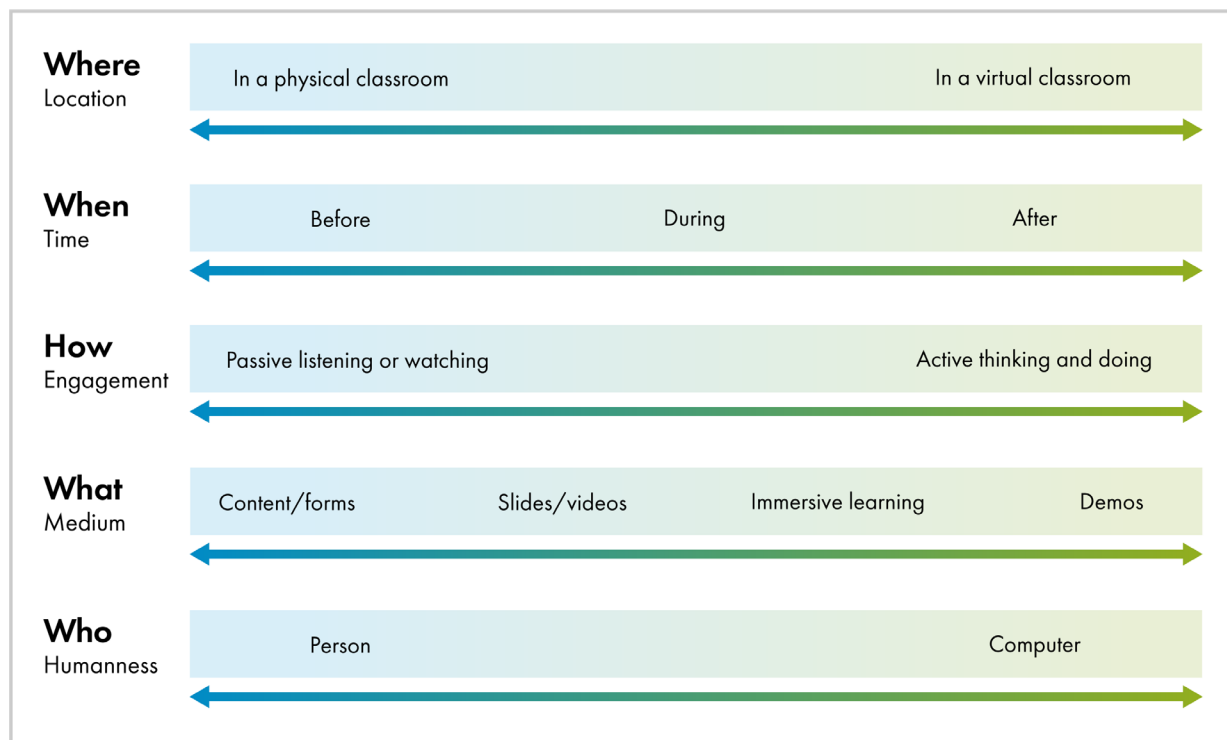
How: How motivated is the audience to complete the learning at a particular time and in a particular place?

How: What training do you need to implement active blended learning?

How: Is there an urgency to cram a lot of the information in on day one, knowing that people cognitively don't have the ability to retain significant amounts of information in a single setting (Miller, 1956)?

What: What do learners need to know before they engage with someone at the organization?

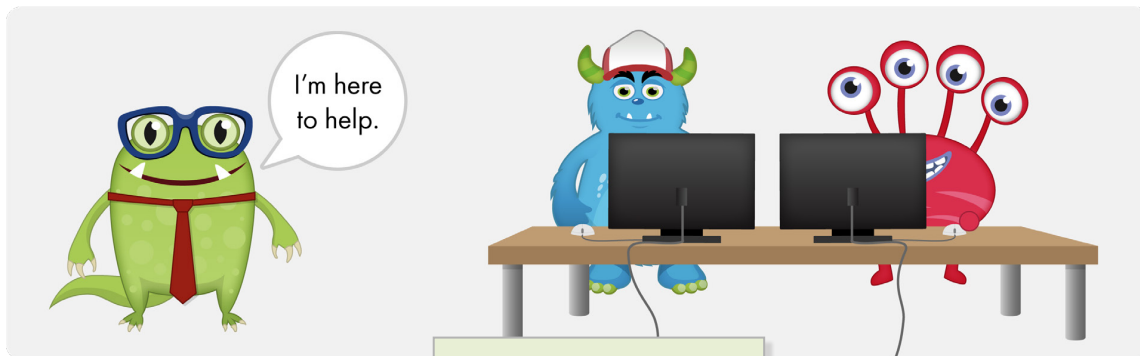
When you have answers to these questions, you can design learning experiences in a way that meets the needs of both the organization and the learner. With this information, you can select the learning context(s) that makes sense for a specific curriculum area.



Build Your Scoops

This book provides 52 specific ways you can blend your content with technology tools.

Scoop #23

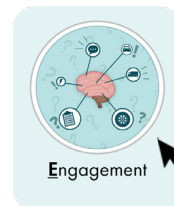


The trainer oversees work completed on

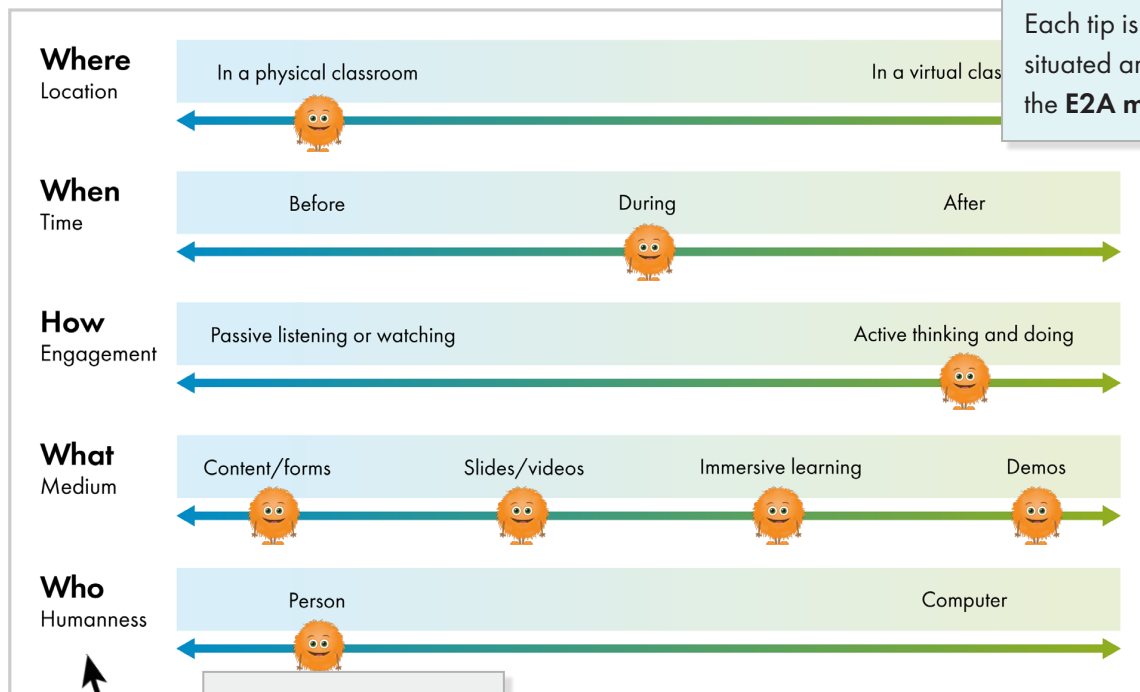
Each tip provides the specific **blended model** on which it focuses.

BENEFITS

- Allows trainer to provide on-the-spot remediation and support
- Allows trainer to monitor learner engagement



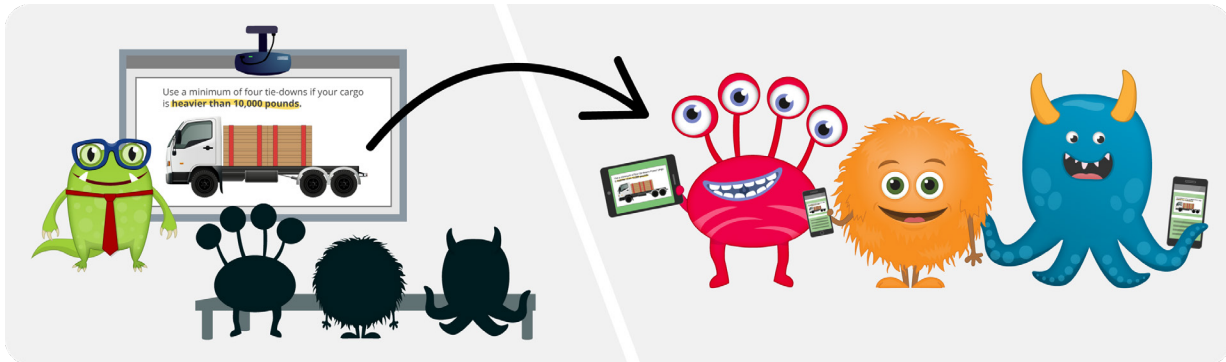
WITHIN THIS CONTEXT



Each tip is situated around the **E2A model**.

Each tip provides the **learning context** that should be considered.

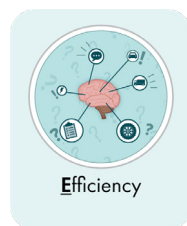
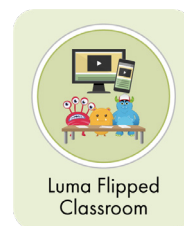
Scoop #1



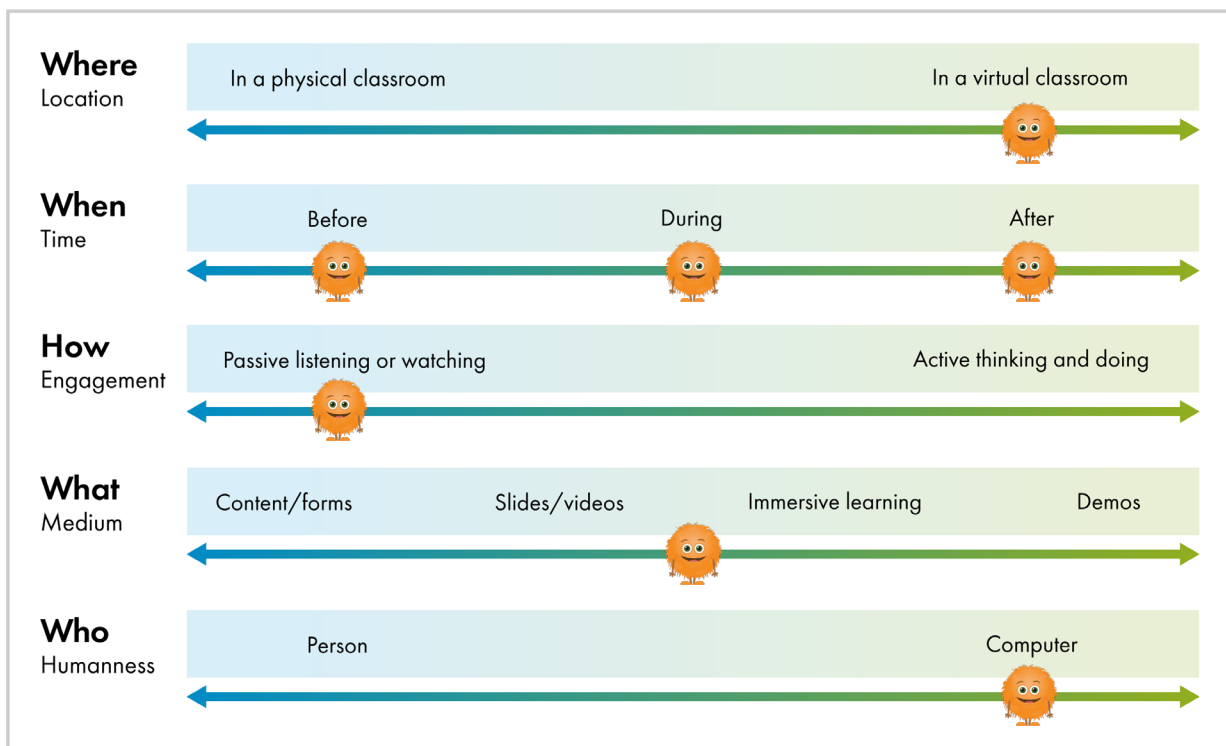
Anything that you would say out loud in a classroom can be transitioned into an eNugget® with mixed mediums. Learners can refer to this content before, during, or after instruction.

BENEFITS

- Reinforces concepts multiple times
- Adheres to multiple preferences for learning



WITHIN THIS CONTEXT



Scoop #2



Many times learners are overloaded upfront with information. This can cause cognitive overload, and they will not be able to retain the information. **Ask yourself, what is the relevancy and urgency of the content?** Why deliver so much information at one time?

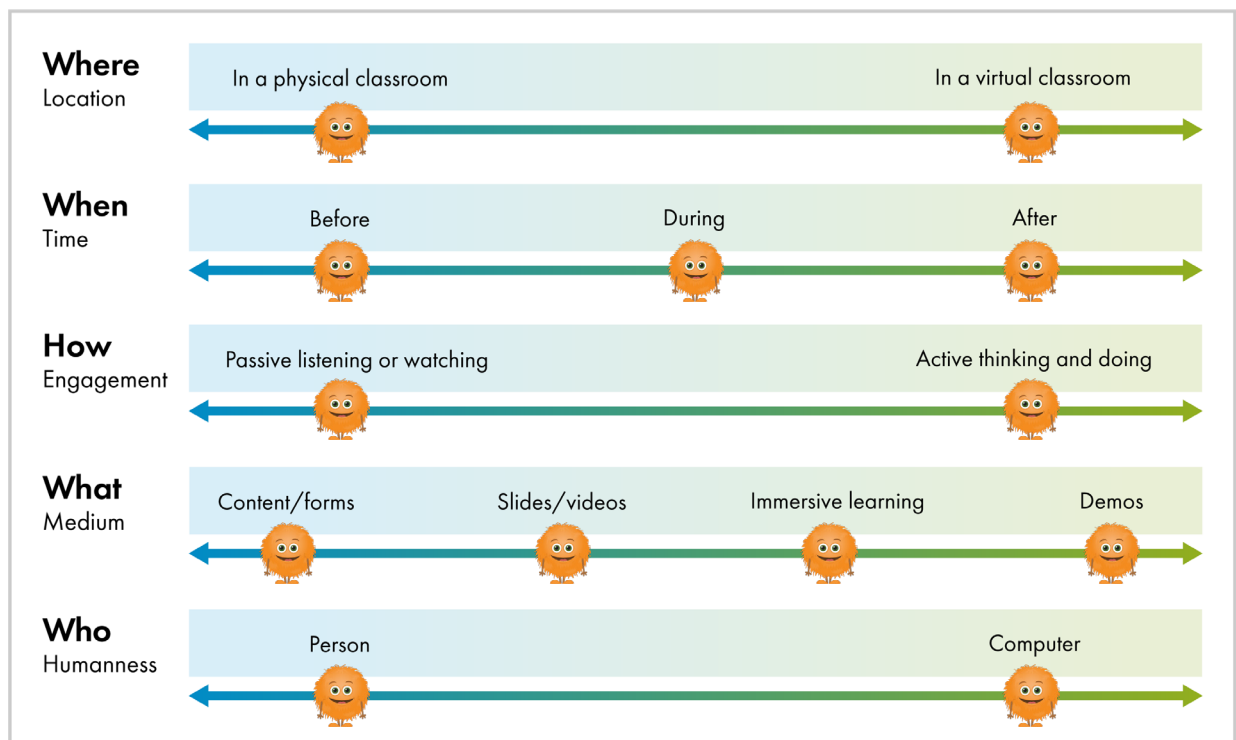
Break content down across sessions into manageable chunks of information. Deliver content when it is relevant and needed: just-in-time learning.



BENEFITS

- Reinforces concepts multiple times
- Helps with retention of information

WITHIN THIS CONTEXT



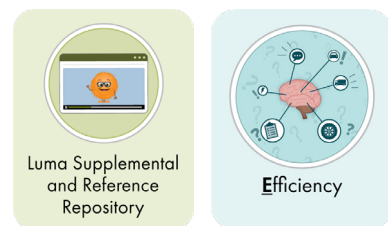
Scoop #3



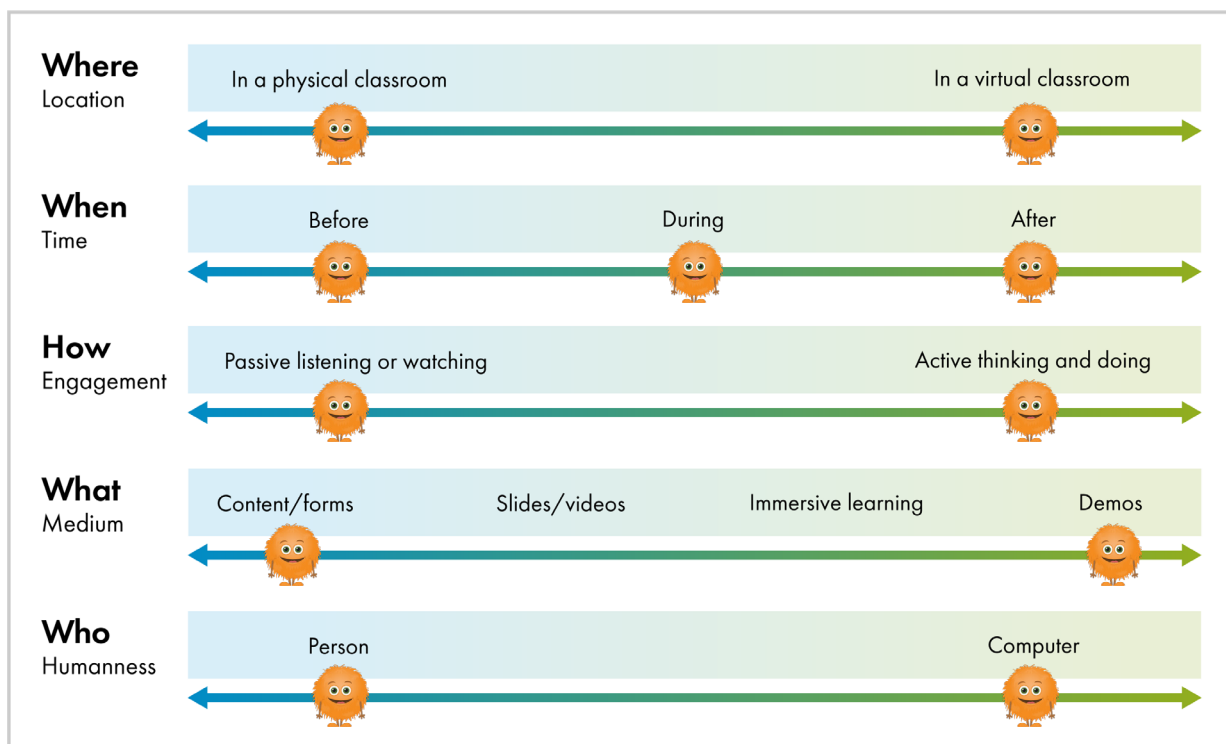
Class is taught in real time, in person in a physical classroom or in a virtual classroom, but all the teaching material and essential concepts are captured in Luma's platform.

BENEFITS

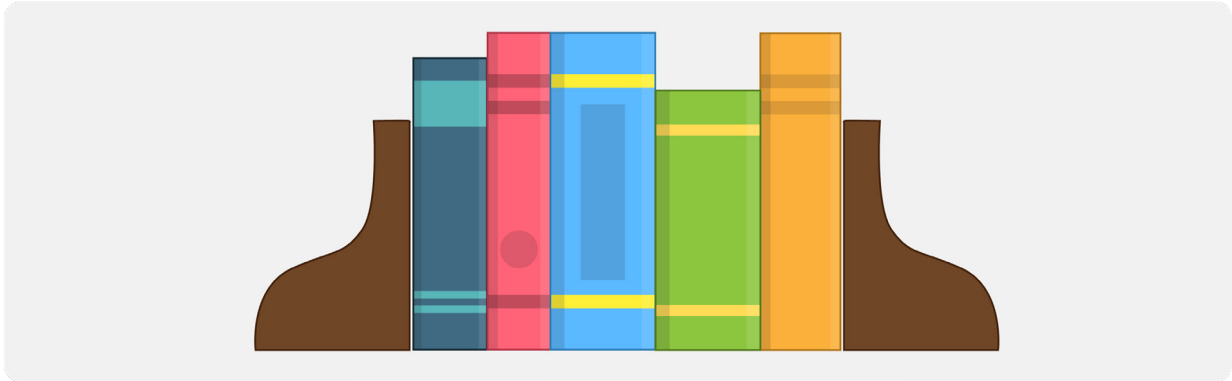
- Builds consistency in what is being taught across the organization
- Helps with retention of information because learners can go back and review the material at their own pace



WITHIN THIS CONTEXT



Scoop #4



Think about the **relevancy** and **urgency** of information. Learners can use or apply information when they need it.

Try the Book End Blend learning model: Offer a small portion online/face-to-face, followed by more substantive content online/face-to-face, and conclude with reinforcement practices in-person or online.

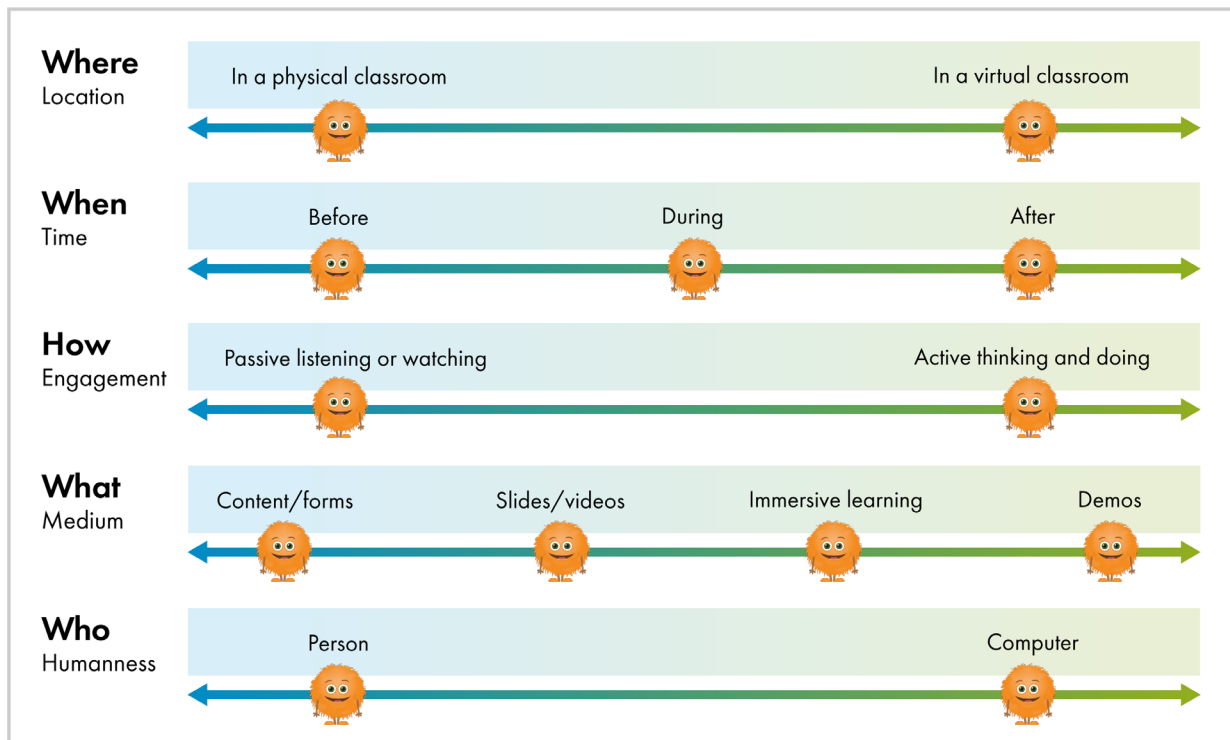


BENEFITS

- Provides just-in-time information when learners need it
- Prevents cognitive overload



WITHIN THIS CONTEXT



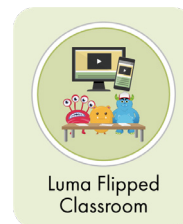
Scoop #5



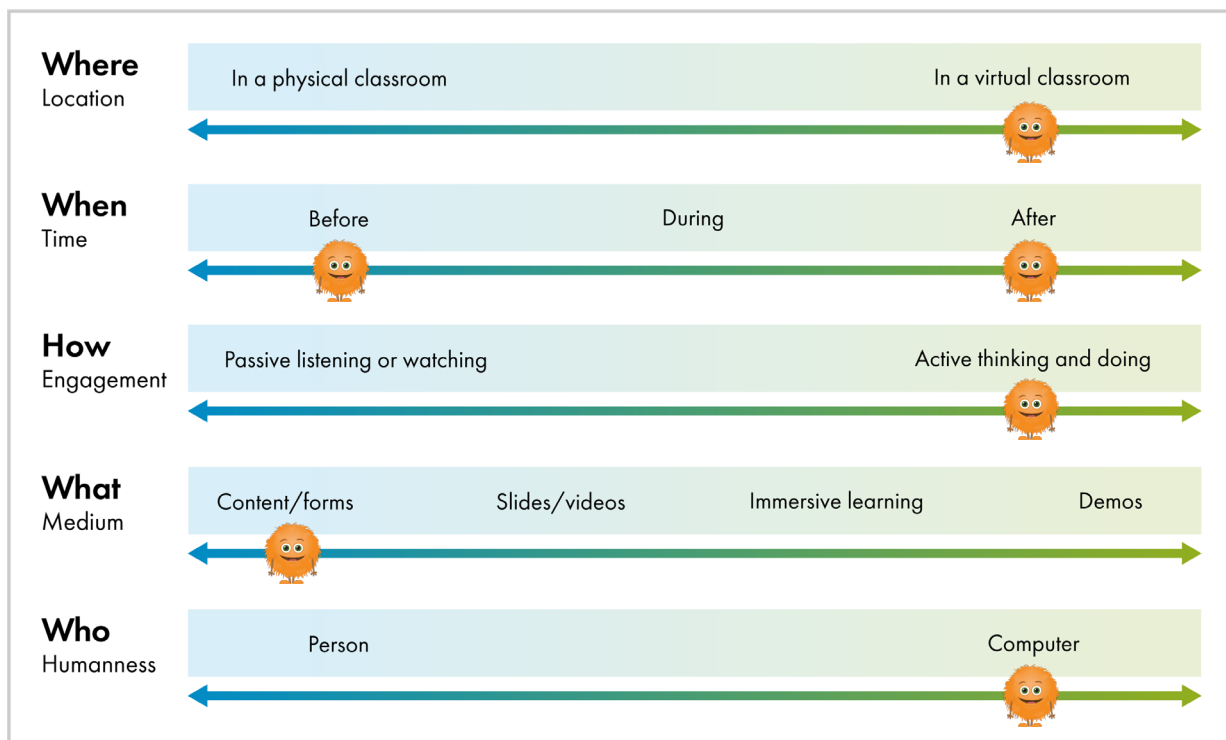
Free up classroom time by making paper forms digital. Learners can sign forms with a phone or tablet and free up classroom time for other activities.

BENEFITS

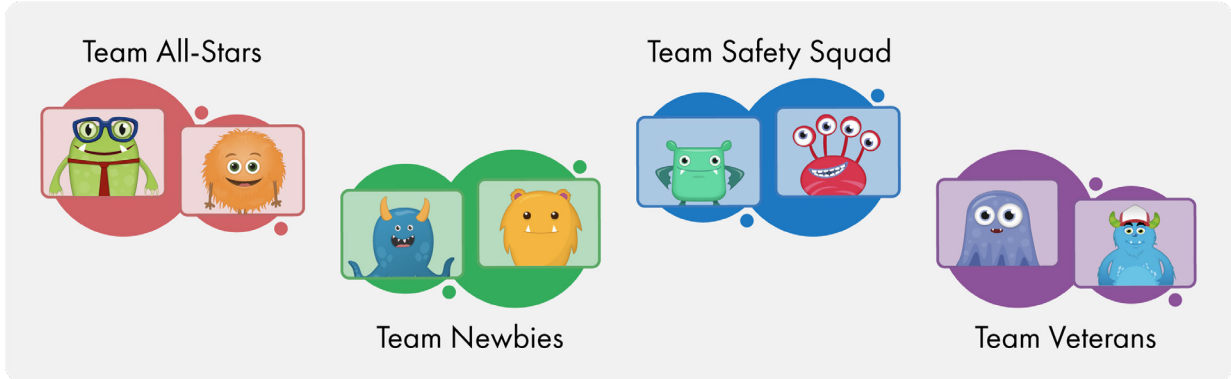
- Saves time, trees, and money
- Spends class time discussing the policies or answering questions about the policies instead of signing papers



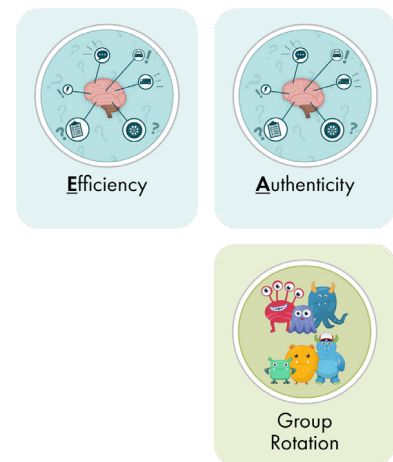
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Scoop #6



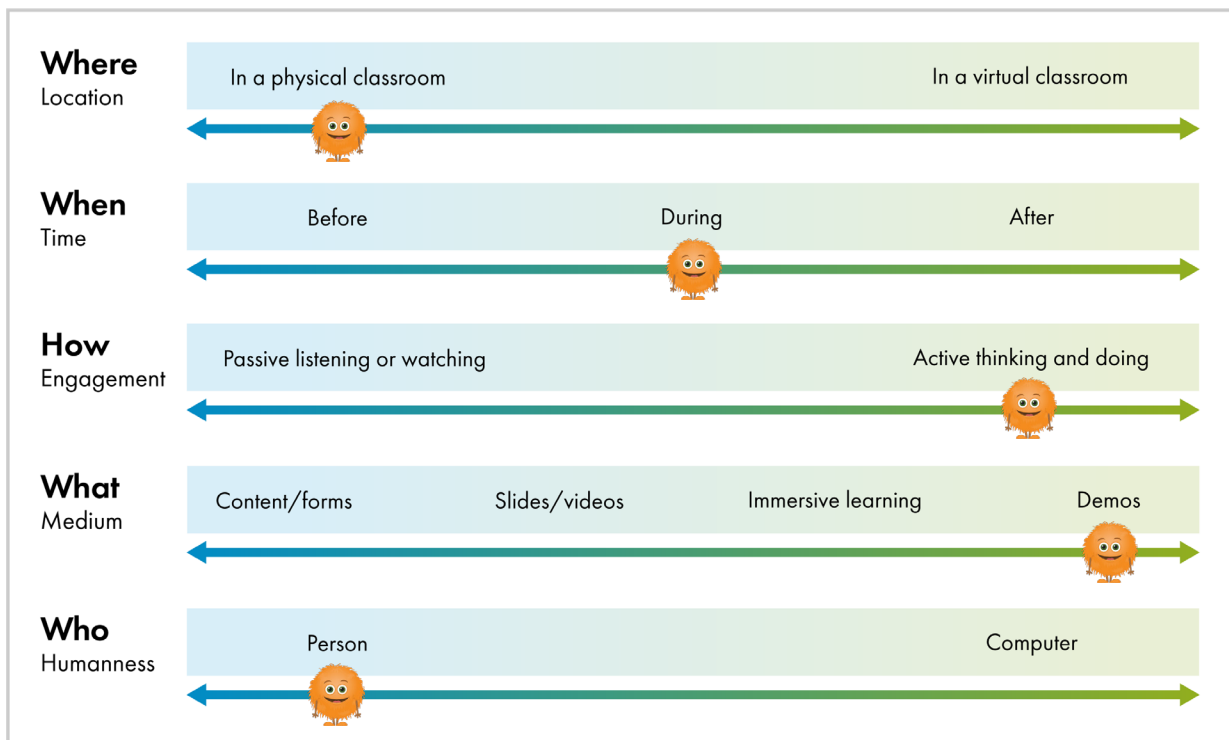
Instead of having learners sit and listen to a lecture, get them engaged by putting them in groups to compete on an authentic task. For example, see which team can complete a pre-inspection the most accurately and quickly. Maybe one group evaluates the other, given their knowledge and experience, and set a time limit. Providing competition on an authentic task keeps them engaged on an important real-world task.



BENEFITS

- Engages learners in a real-world task
- Places the learner at the center of the learning experience
- Reinforces concepts with peer input and engagement

WITHIN THIS CONTEXT



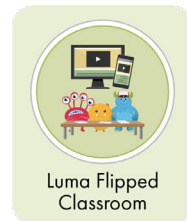
Scoop #7



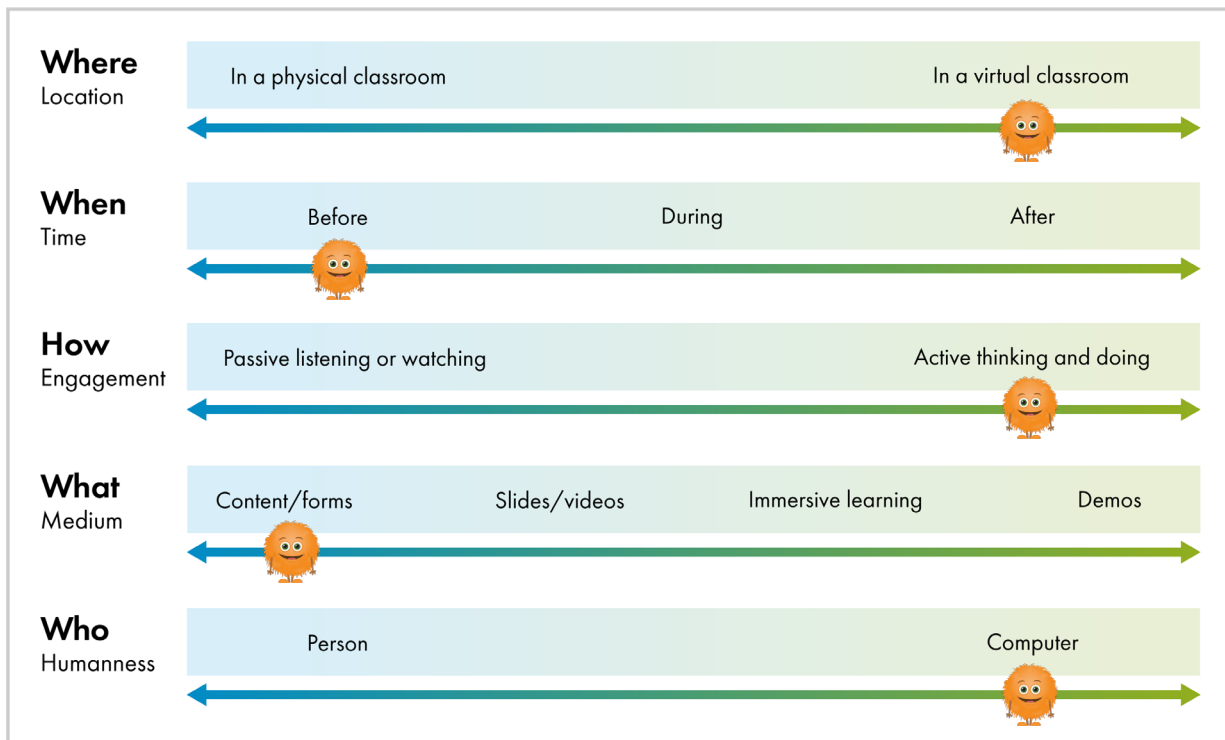
Assessments are used to guide and structure Q&A in a physical class or an online virtual class. Send out questions before you meet in person to assess learners' interest and understanding. This helps guide the live instruction.

BENEFITS

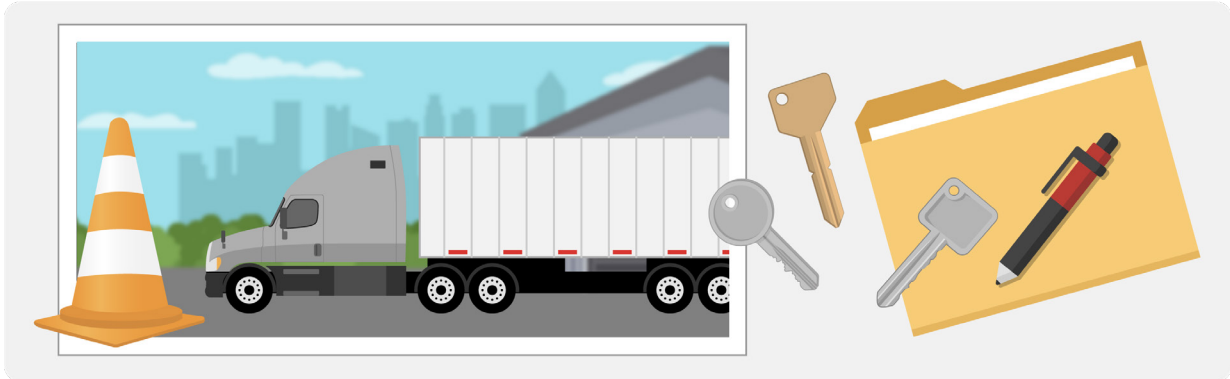
- Guides live instruction goals and makes instruction relevant and interesting
- Saves time by knowing what the learners know and where they need extra assistance



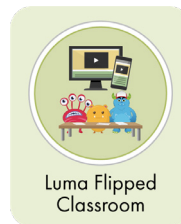
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Scoop #8



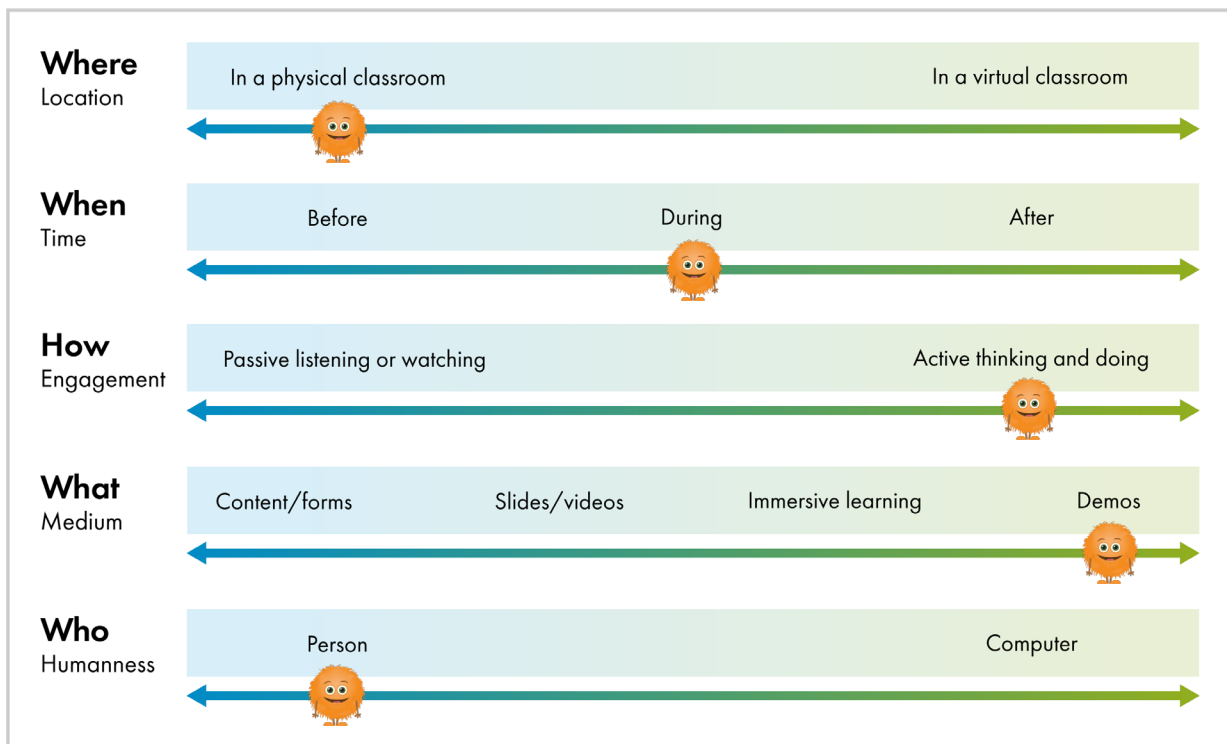
In-person time is spent doing tasks that cannot be done online, like picking up keys or meeting in person. Road tests for truck drivers is another practical example of how to use in-person learning time.



BENEFITS

- Makes in-person learning time meaningful and authentic
- Builds an authentic connection with the learner

WITHIN THIS CONTEXT



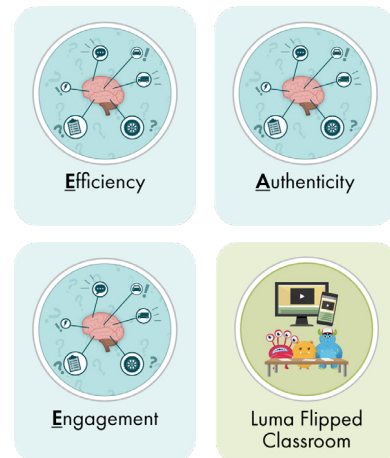
Scoop #9



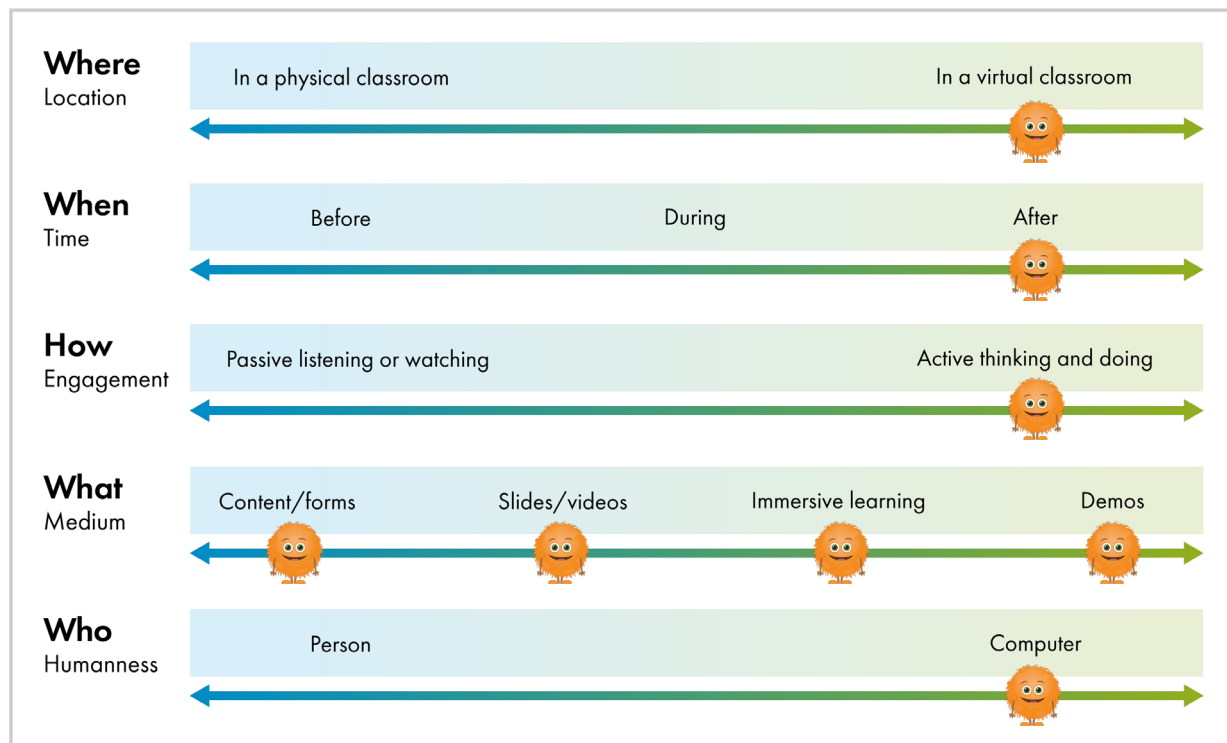
Use Luma's eNuggets® to remediate face-to-face instruction taught through LumaLive®, or assign eNuggets® to learners and use assessment data to remediate face-to-face learning via LumaLive®.

BENEFITS

- Provides varied and authentic learning experiences that meet the needs of learners
- Targets specific instructional needs, making face-to-face instruction more efficient and engaging



WITHIN THIS CONTEXT



Scoop #10




Fred
 Check out this costly mistake. Where did the driver go wrong?

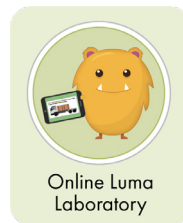



Nugget
 Uh oh. Doesn't look like they had enough tie-downs on the load in the back.

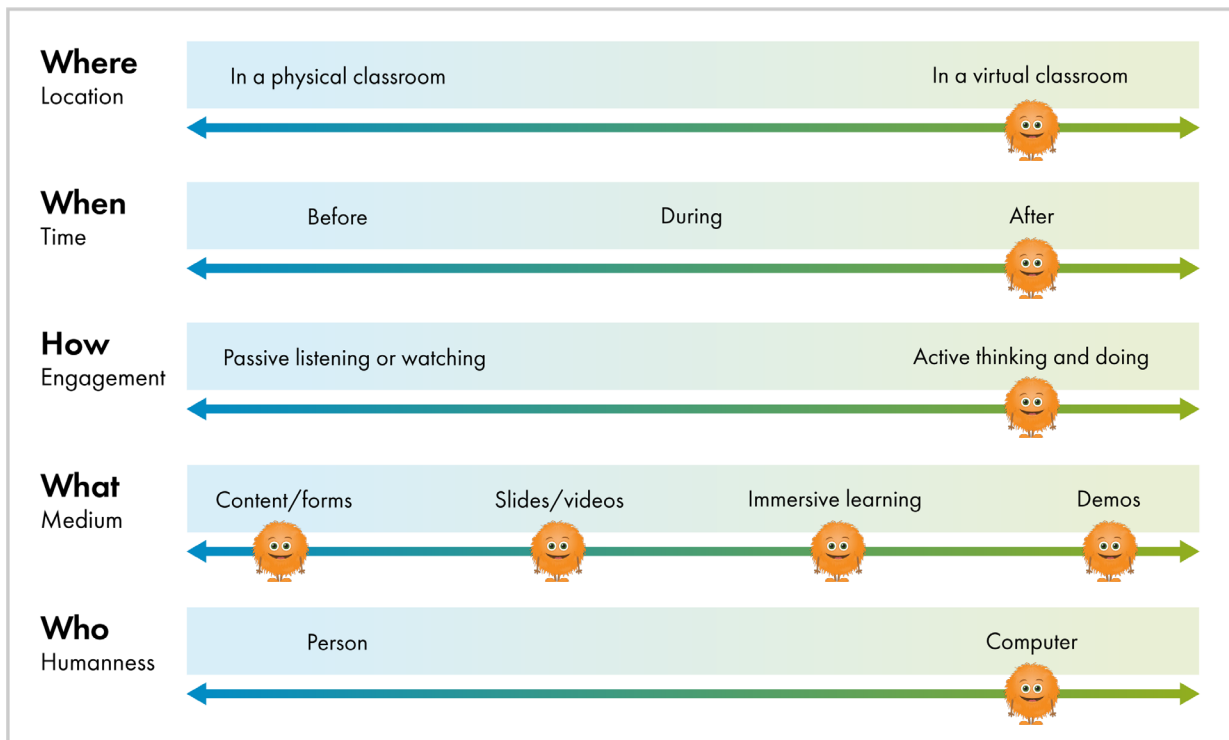
Assign ongoing safety discussions through the online discussion boards to address relevant safety scenarios and concerns, and ask learners to provide tips and best practices to avoid common safety traps.

BENEFITS

- Makes learning relevant and authentic
- Engages learners in conversations about real-world topics



WITHIN THIS CONTEXT



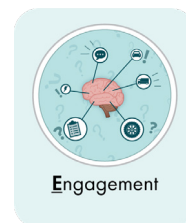
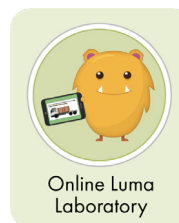
Scoop #11



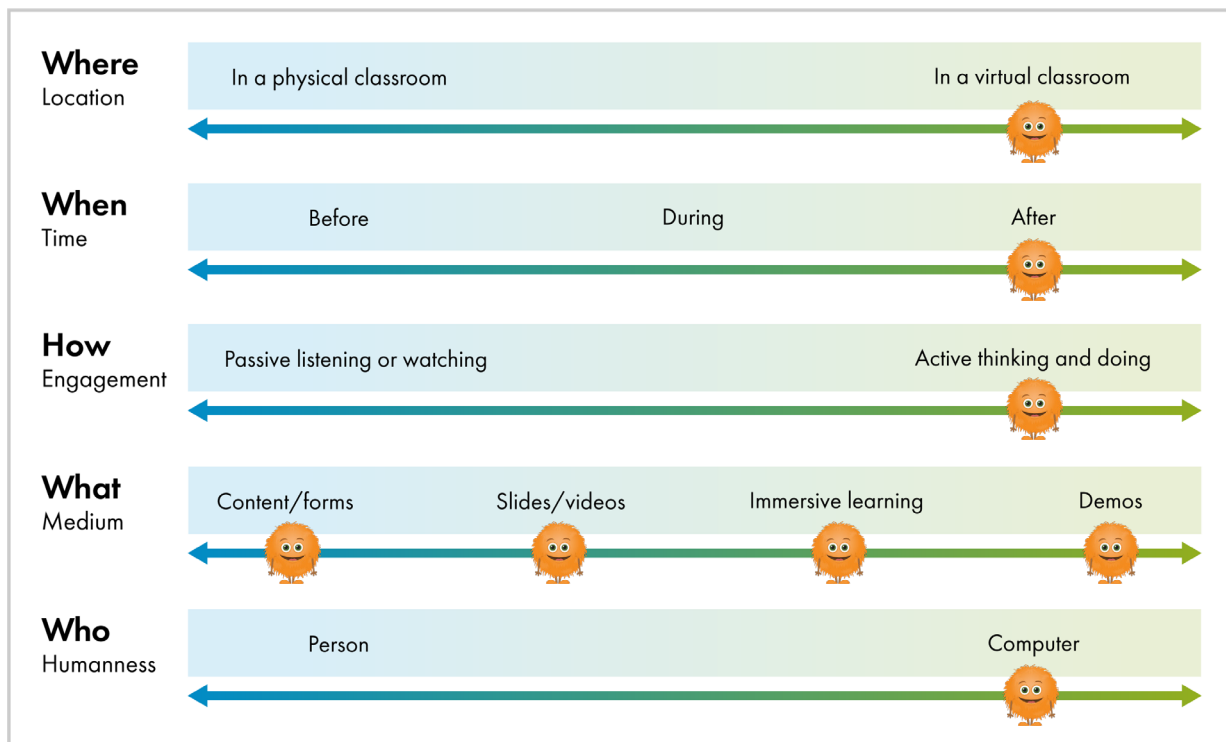
Reinforce critical concepts by assigning additional work to be completed after class through Luma's platform.

BENEFITS

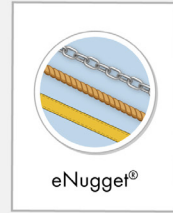
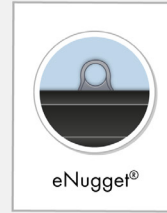
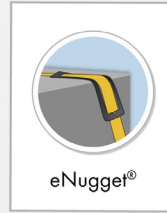
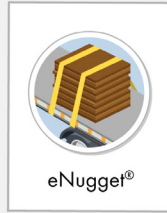
- Builds confidence by clearing up misunderstandings and confusion
- Provides learners with multiple exposures or touch points



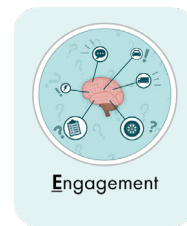
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Scoop #12



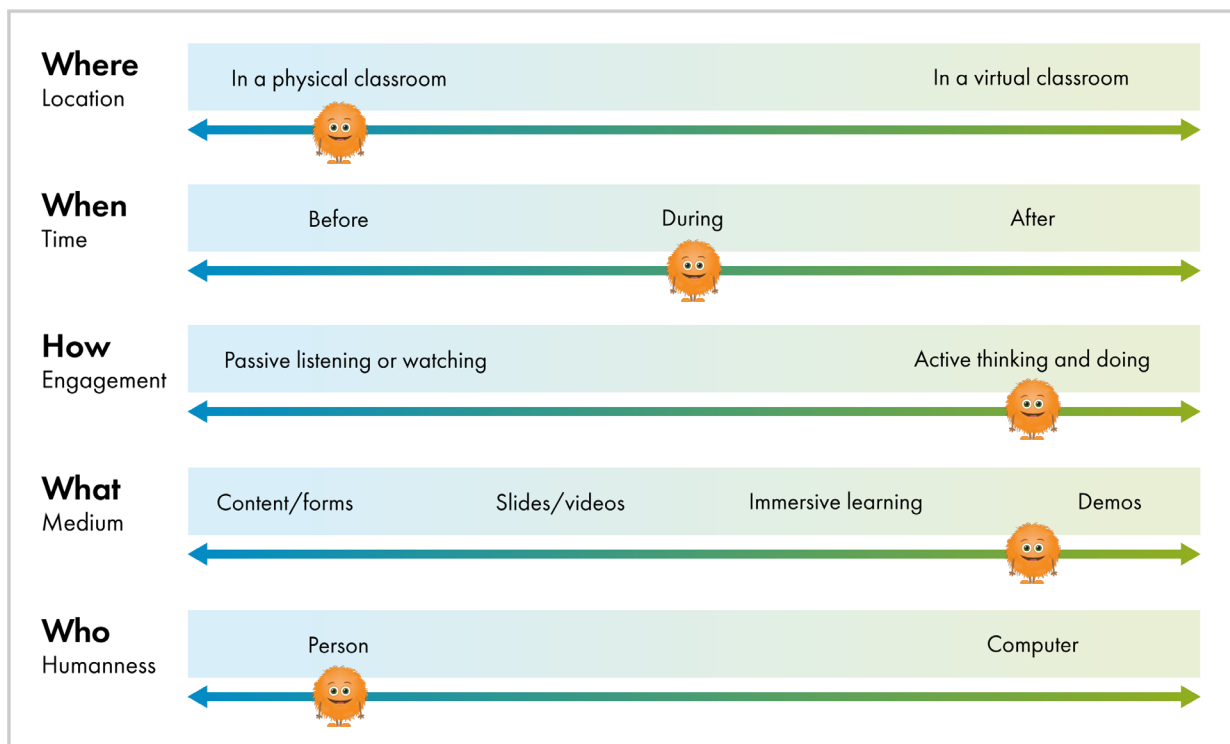
Assign activities and assignments that address different facets of the same concept or skill to provide additional practice or reinforcement of the subskills to groups. Each group works on their skill and comes together to teach each other the skill they became an expert in.



BENEFITS

- Helps learners retain information by becoming an expert in a skill and teaching it to others

WITHIN THIS CONTEXT



Scoop #13



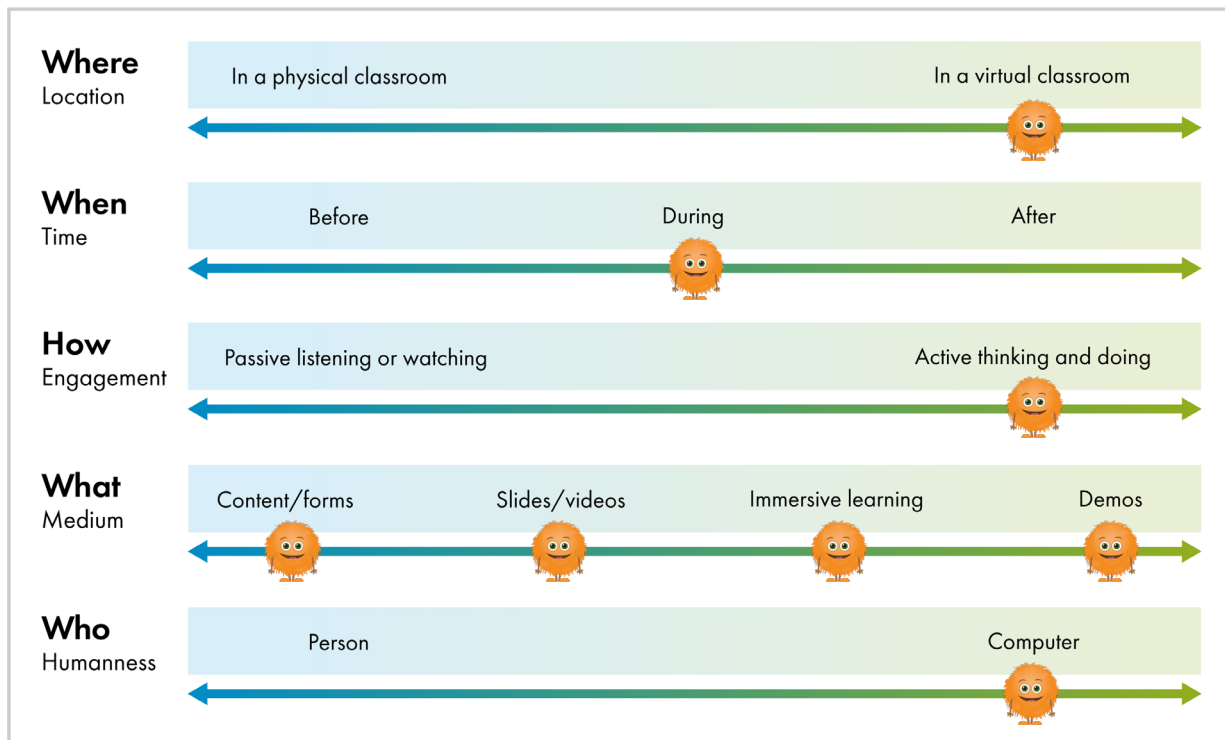
Situate learners on a learning path appropriate for their number of years of experience.

BENEFITS

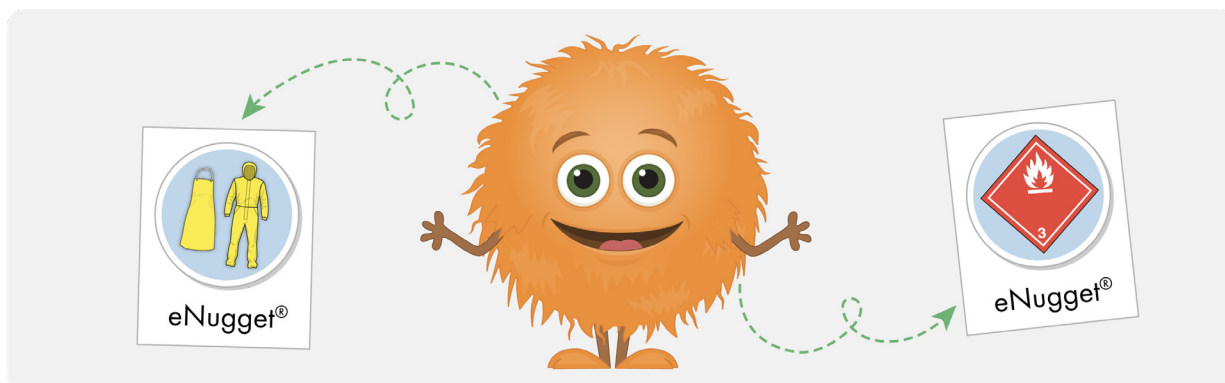
- Adapts learning to meet the training needs of drivers
- Avoids having learners spend time on content they have already mastered or understand



WITHIN THIS CONTEXT



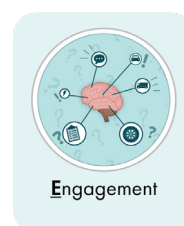
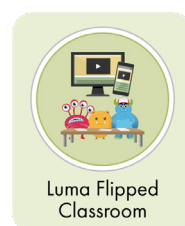
Scoop #14



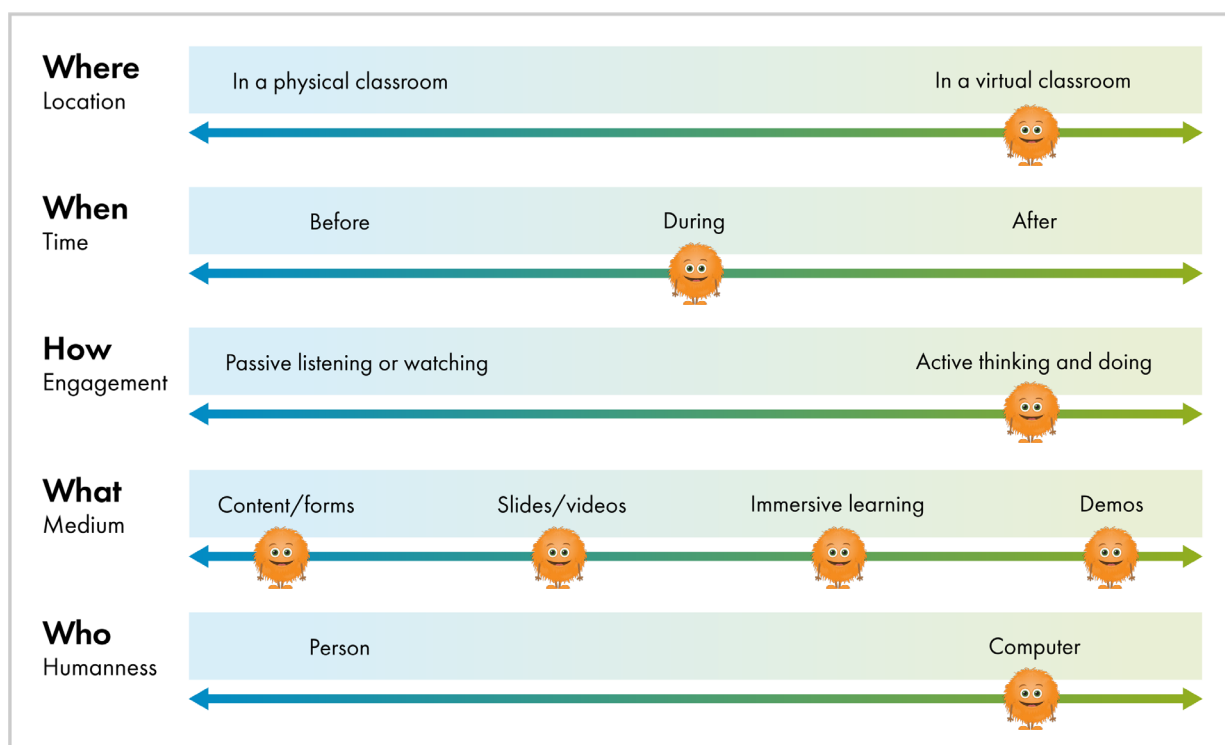
Allow learners to choose the order in which they complete assignments in a learning path when content is not sequential.

BENEFITS

- Motivates learners by providing autonomy over their learning



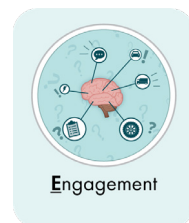
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Scoop #15



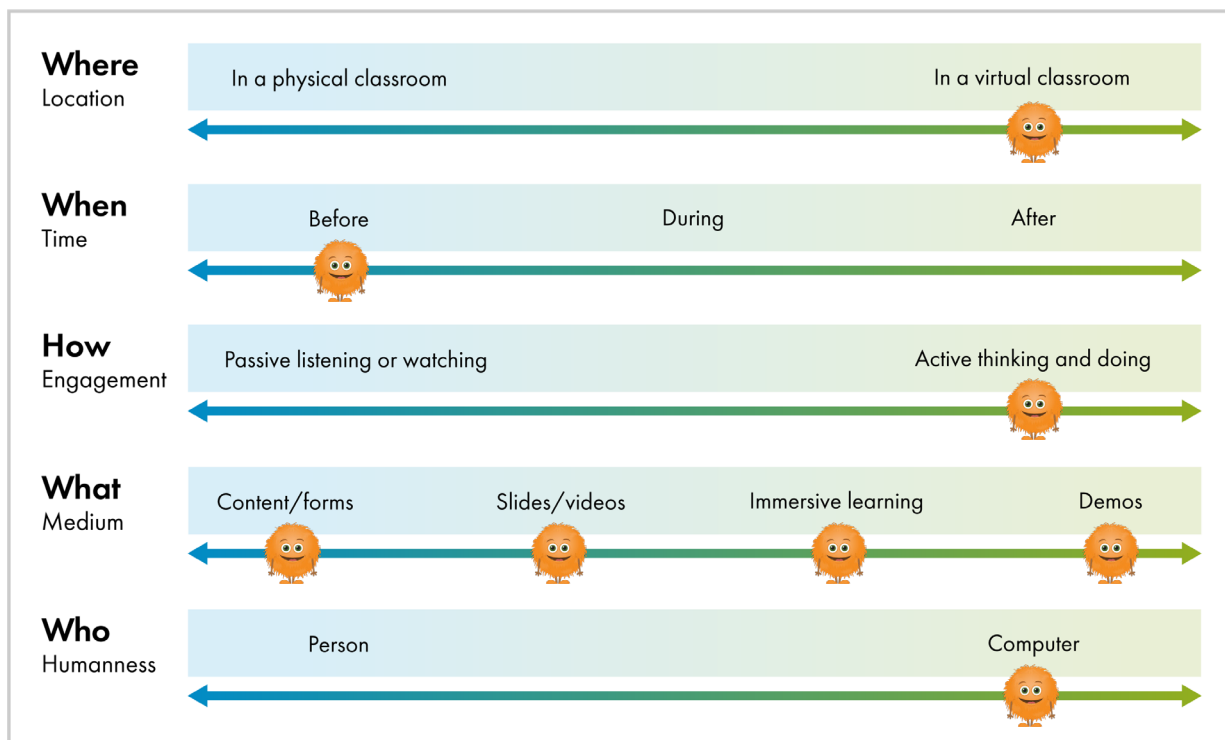
Create a pre-training or learning path that introduces the training. Through the learning path, assign eNuggets® to space out the concepts and review essential skills and knowledge learners should have before beginning the training.



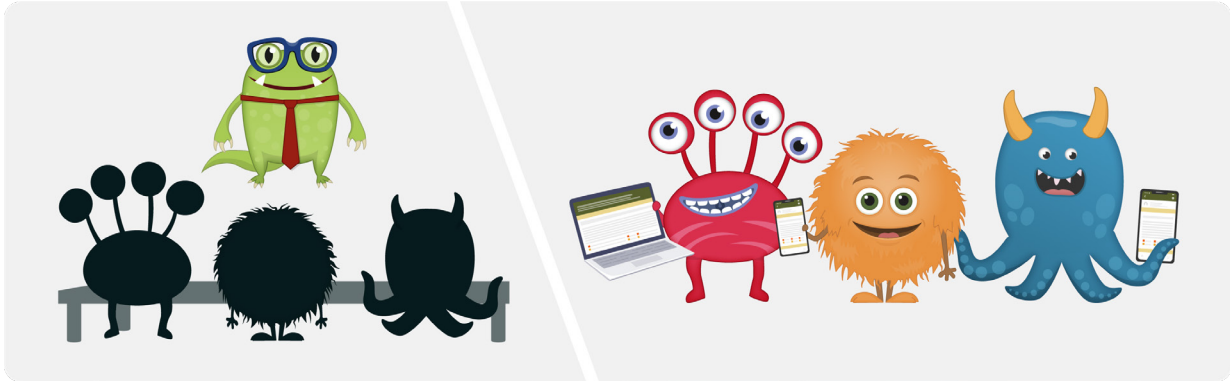
BENEFITS

- Saves time by reviewing introductory material and concepts before in-person training
- Builds learners' confidence and familiarity with the training or learning

WITHIN THIS CONTEXT



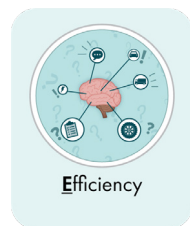
Scoop #16



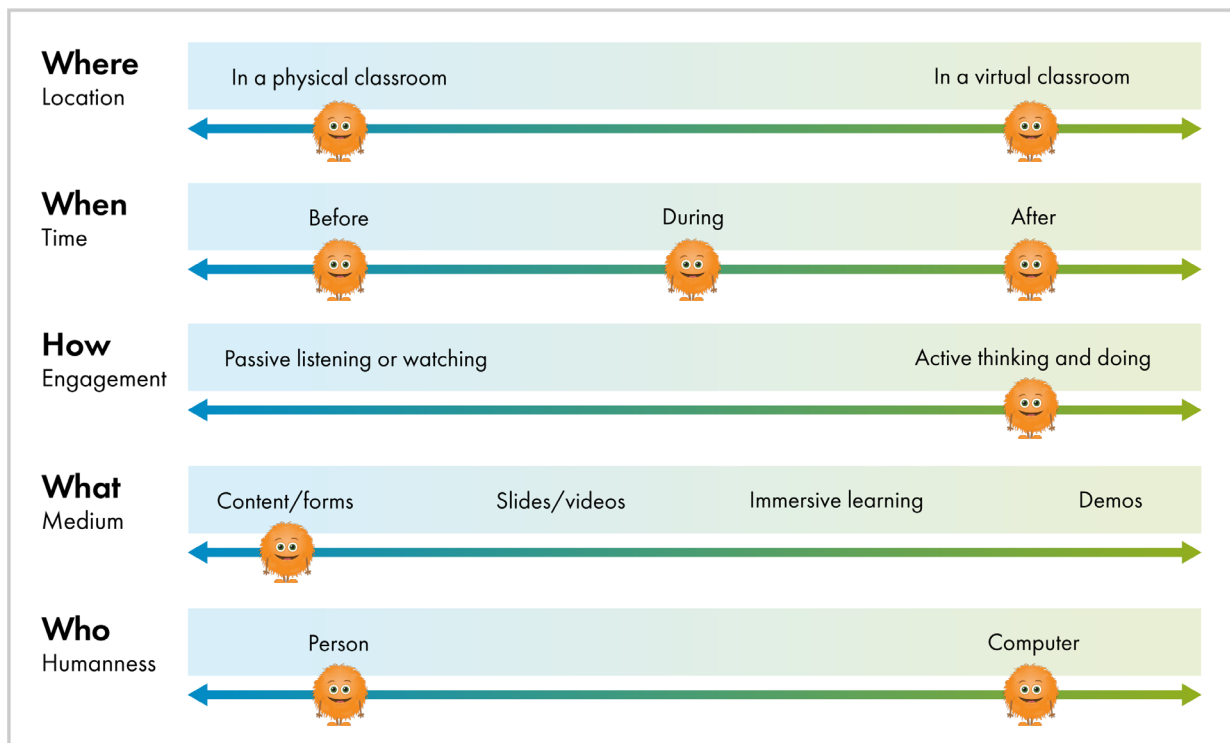
Coaching in a blended model could be done in person or online in a synchronous classroom, like LumaLive®.

BENEFITS

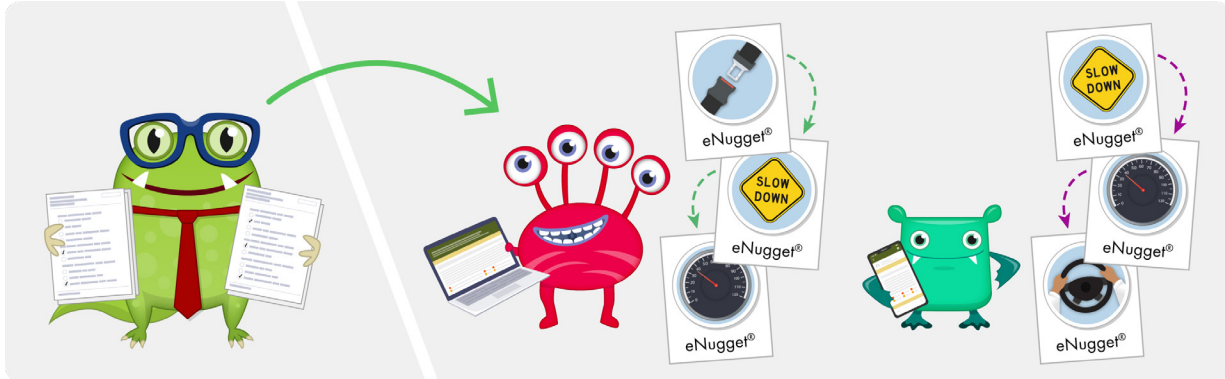
- Tools to coach online provide just-in-time connections to provide needed communication in the moments that are critical



WITHIN THIS CONTEXT



Scoop #17



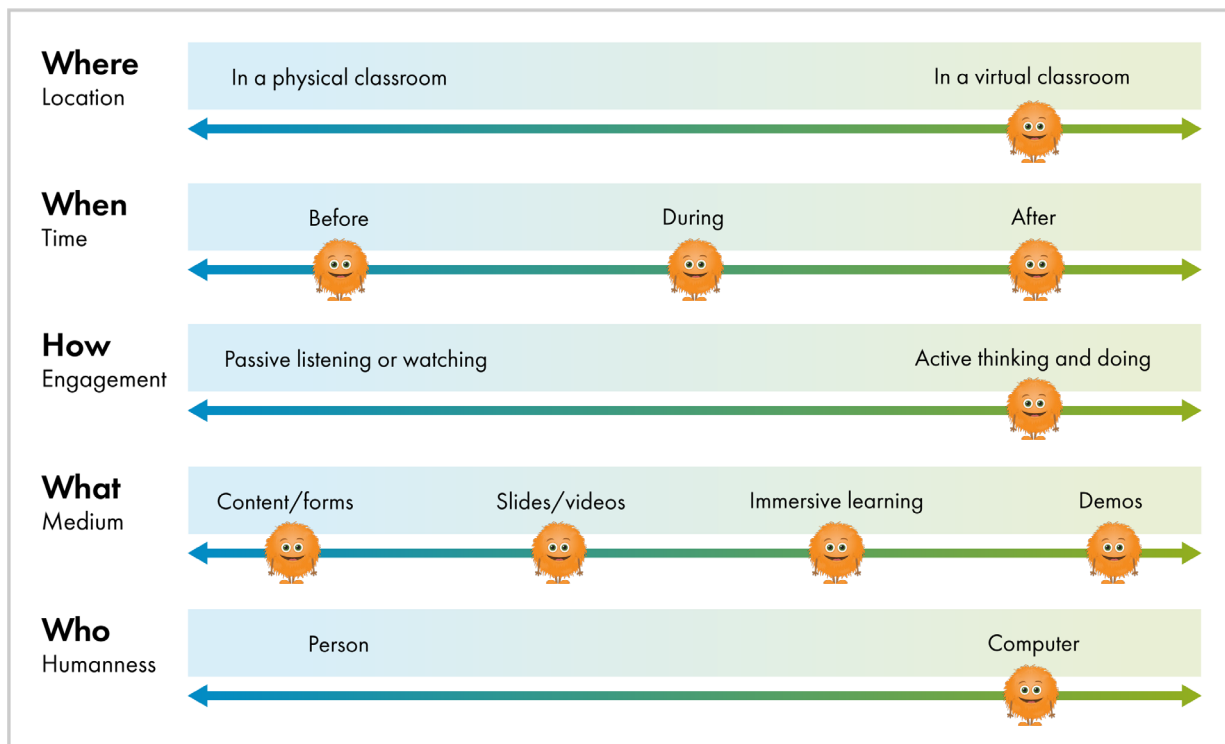
Differentiate learning so that individual learners get the specific training that will help support behavior changes.

BENEFITS

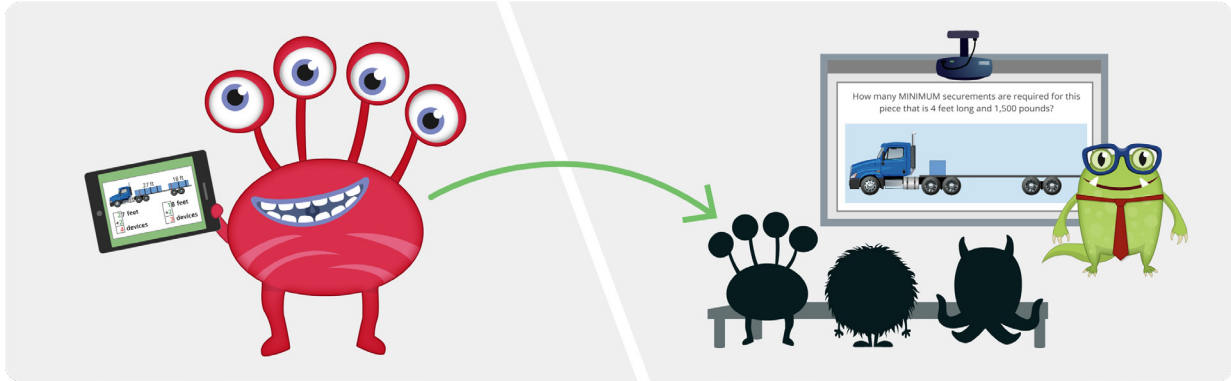
- Adapts learning to meet the training needs of learners
- Avoids having learners spend time on content they have already mastered or understand



WITHIN THIS CONTEXT



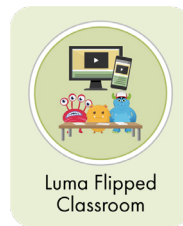
Scoop #18



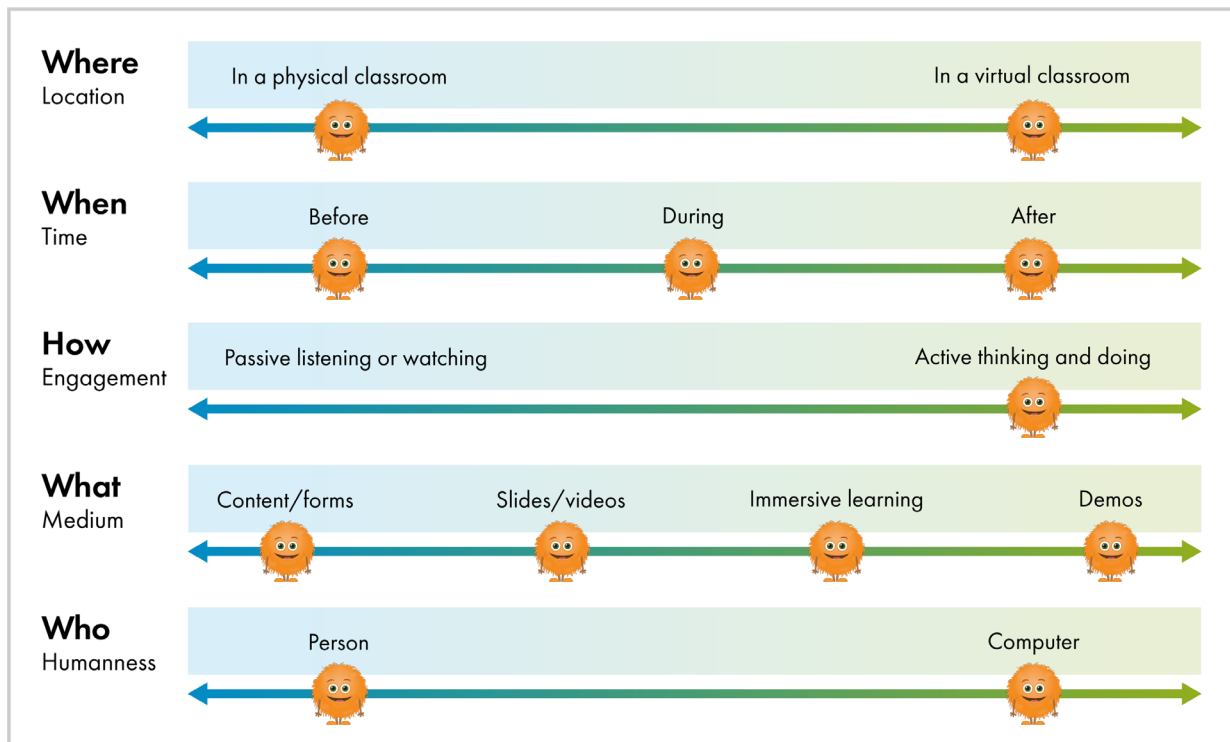
Use Luma eNuggets® to introduce skills and knowledge. Then, use classroom time to demonstrate, discuss, and apply skills and processes.

BENEFITS

- Provides more instructional time for learners to apply their knowledge and for instructors to offer coaching and support



WITHIN THIS CONTEXT



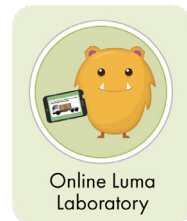
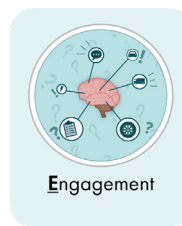
Scoop #19



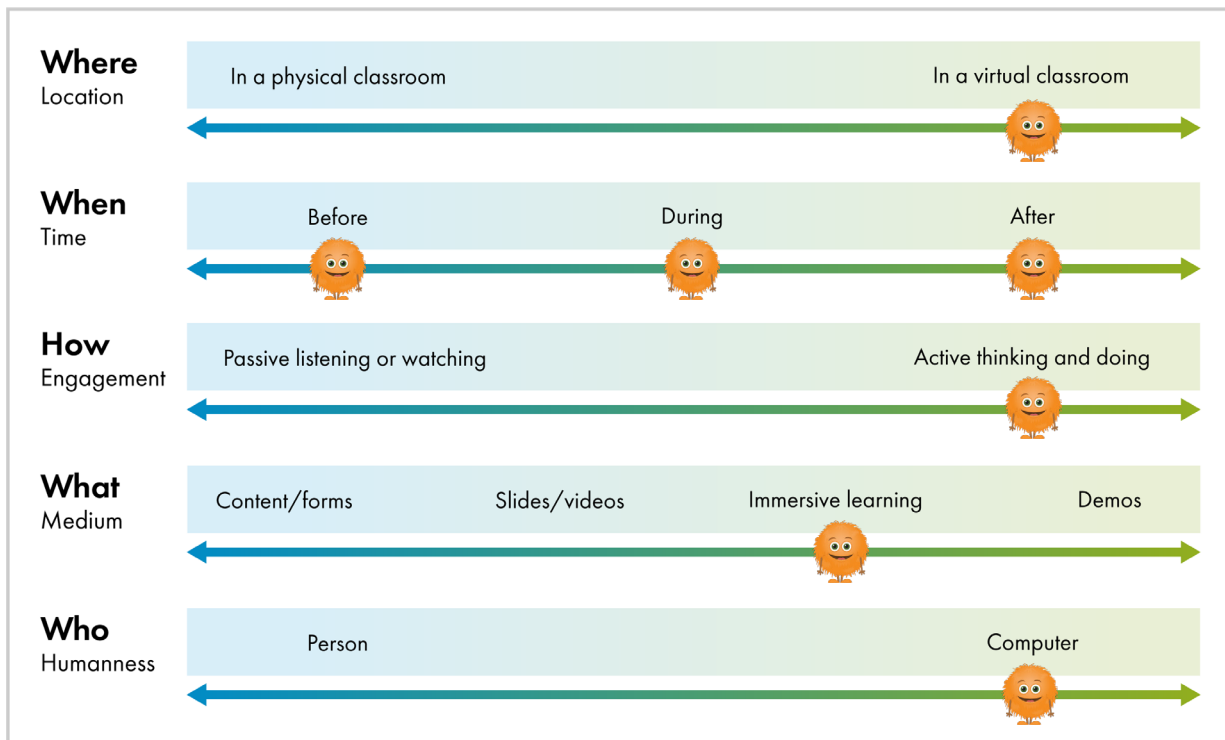
Create immersive learning experiences that bring true-to-life environments to the learner.

BENEFITS


- Allows learners to learn at their own pace
- Reinforces concepts after in-person training for assimilation of concepts
- Provides exposure to the learning in a true-to-life environment



WITHIN THIS CONTEXT



Scoop #20



January Safety Topic: High Winds

Explore

- What exactly are high winds?
- How much wind is too much to drive safely?
- What other factors determine whether it's safe to drive in high winds?
- What are the best practices for dealing with high winds?

Assessments

This question is worth 100 points.
If the National Weather Service issues a high wind warning, it's:

- ☐ Safe to drive in all cases
- ☒ Unsafe to drive in all cases

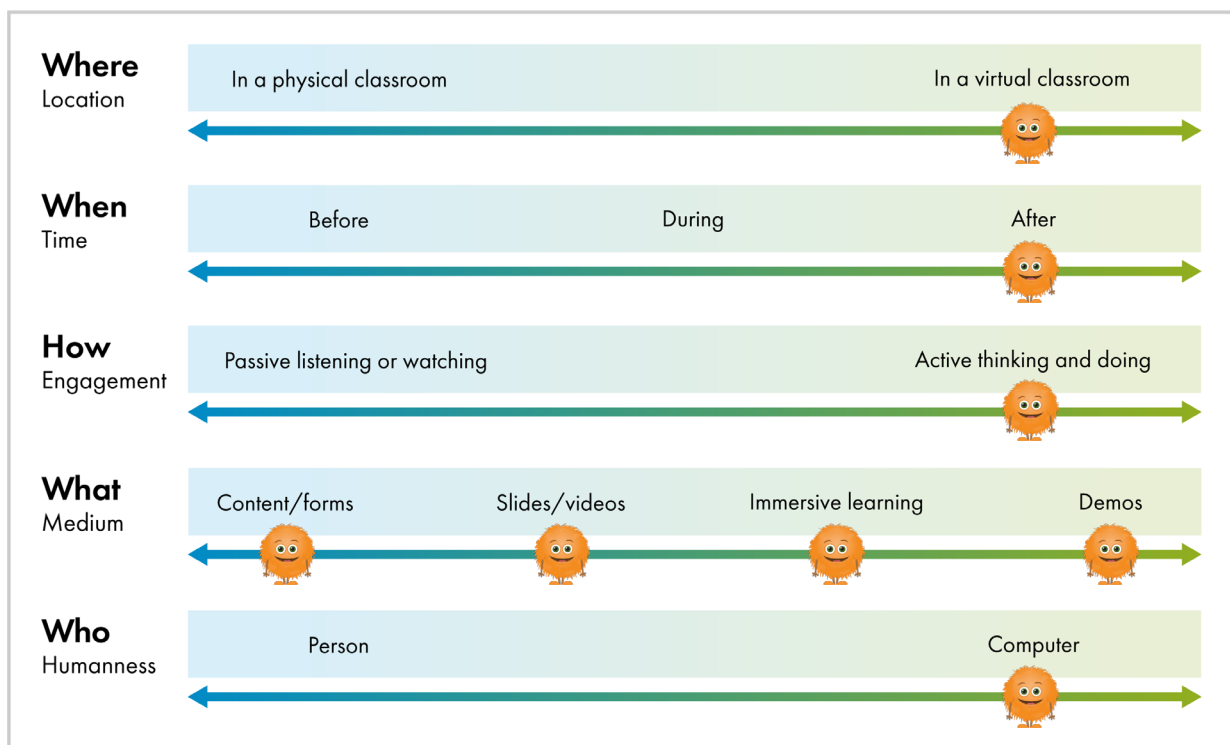
Post safety messages attached to a few assessment questions after reviewing the same message and topic in class.

BENEFITS

- Reinforces concepts after in-person training for assimilation on concepts
- Allows learners to go back and review concepts anytime



WITHIN THIS CONTEXT



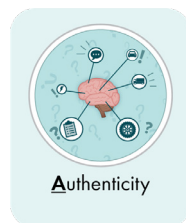
Scoop #21



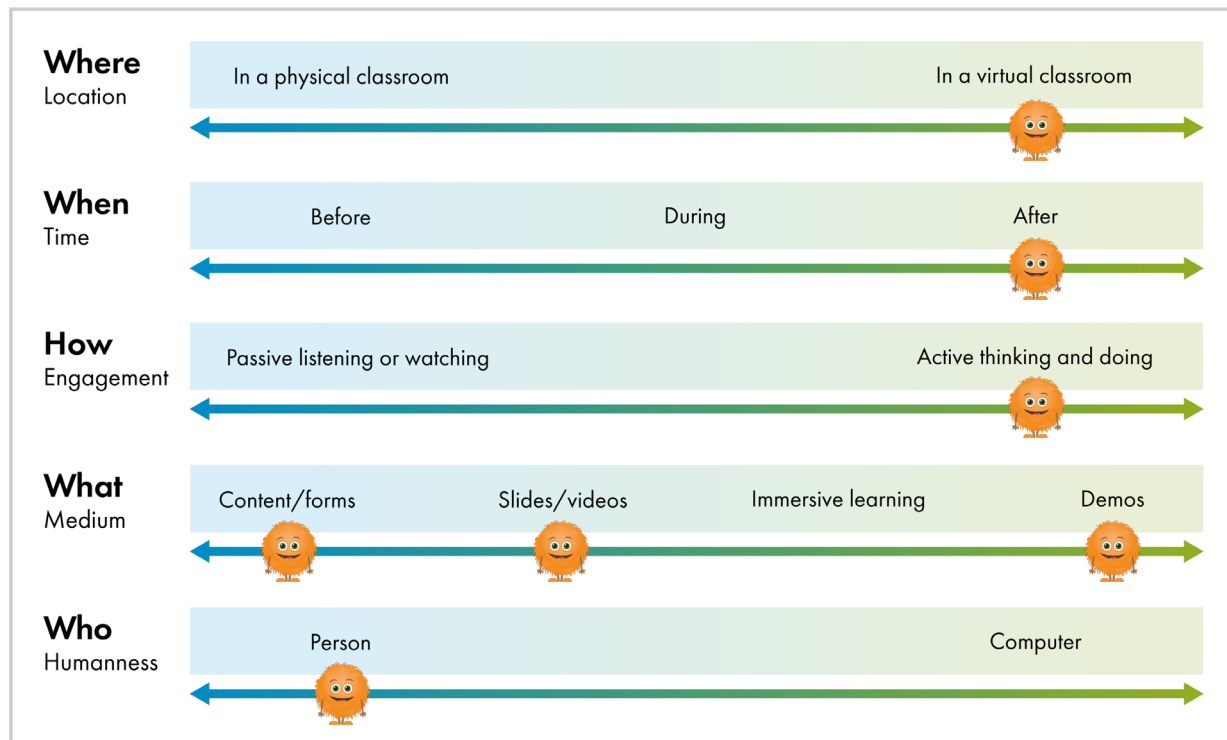
Conduct one-on-one coaching sessions in LumaLive®.

BENEFITS

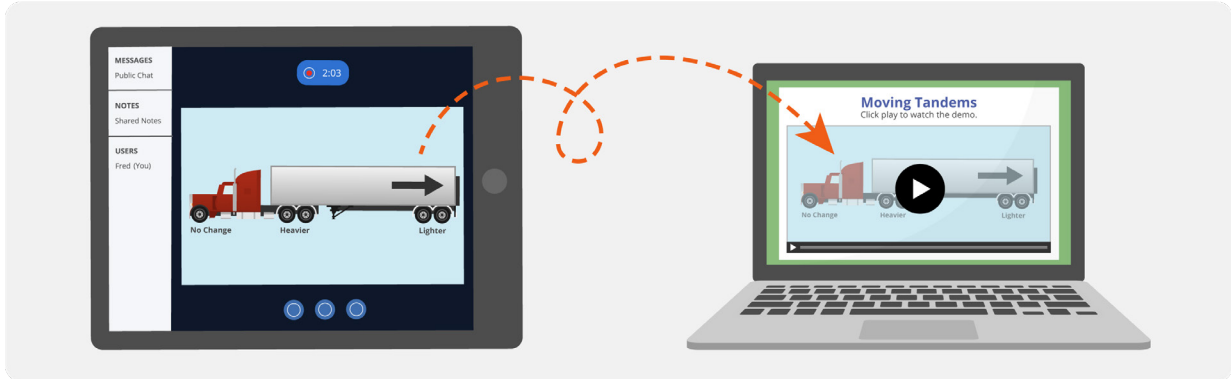
- Provides learners with meaningful feedback and instruction that they can use to make immediate and necessary changes
- Allows learners to ask questions and get the support they need to increase their confidence, motivation, performance, and self-efficacy



WITHIN THIS CONTEXT



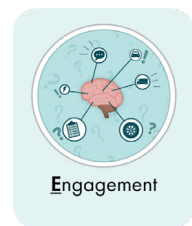
Scoop #22



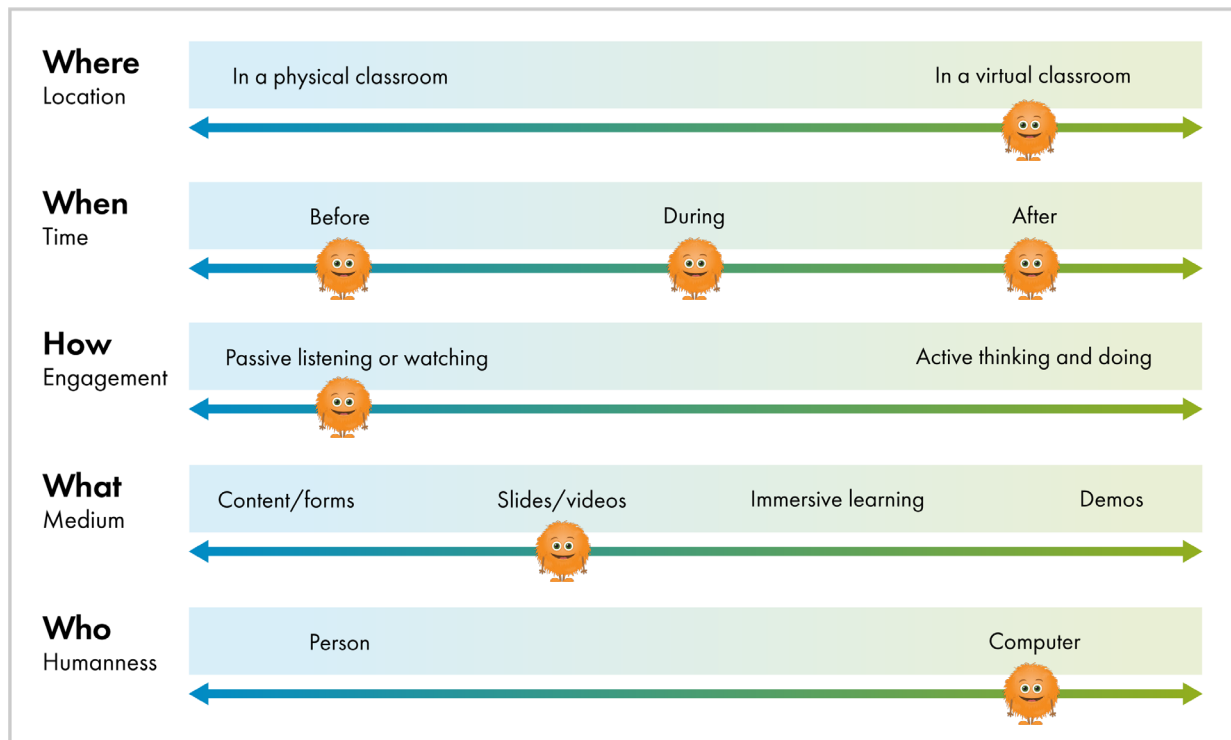
Create 3- to 7-minute instructional videos in LumaLive® to embed in eNuggets®.

BENEFIT

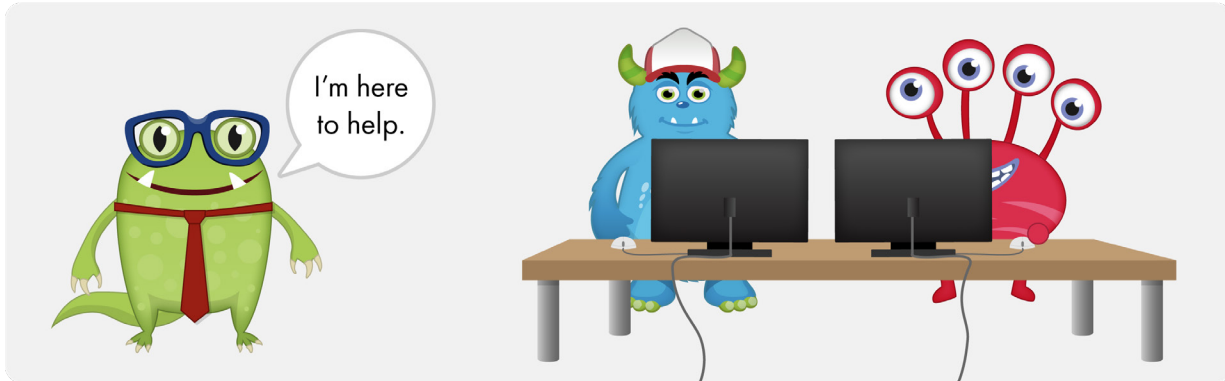
- Introduces critical concepts and breaks down complex processes or concepts
- Increases learner's confidence and motivation and increases engagement



WITHIN THIS CONTEXT



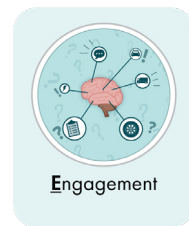
Scoop #23



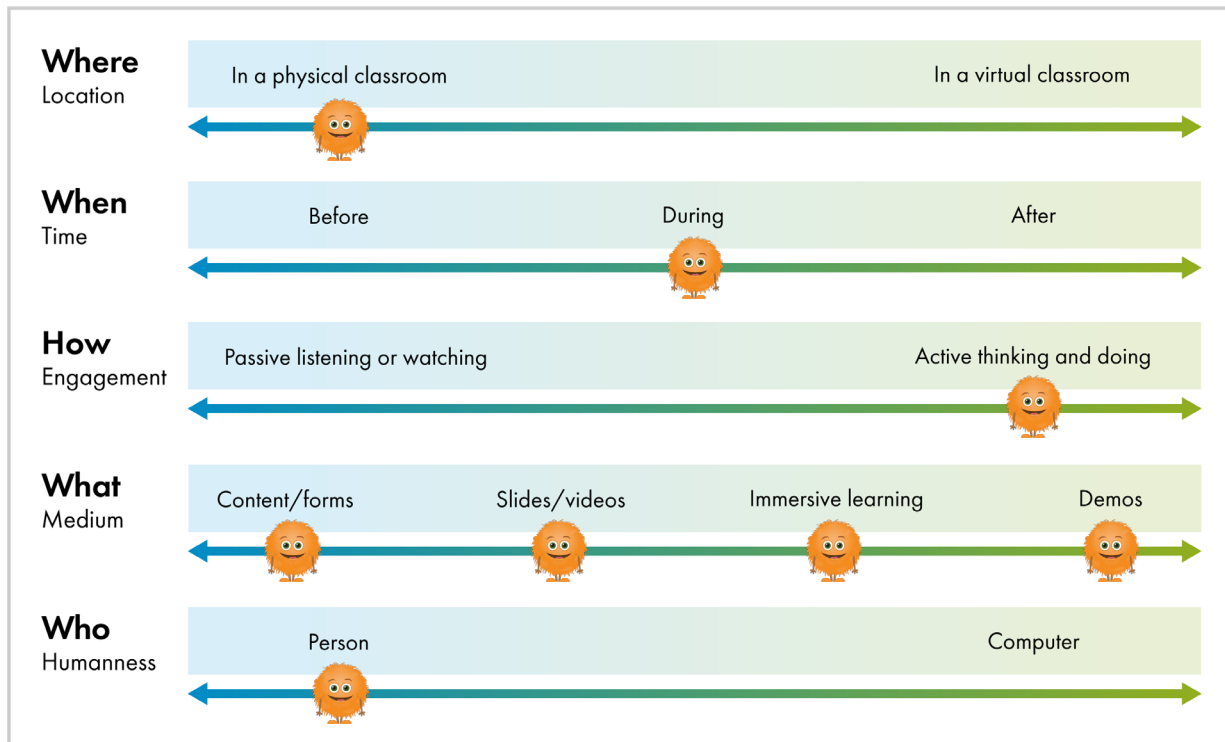
The trainer oversees work completed on Luma's platform in person.

BENEFITS

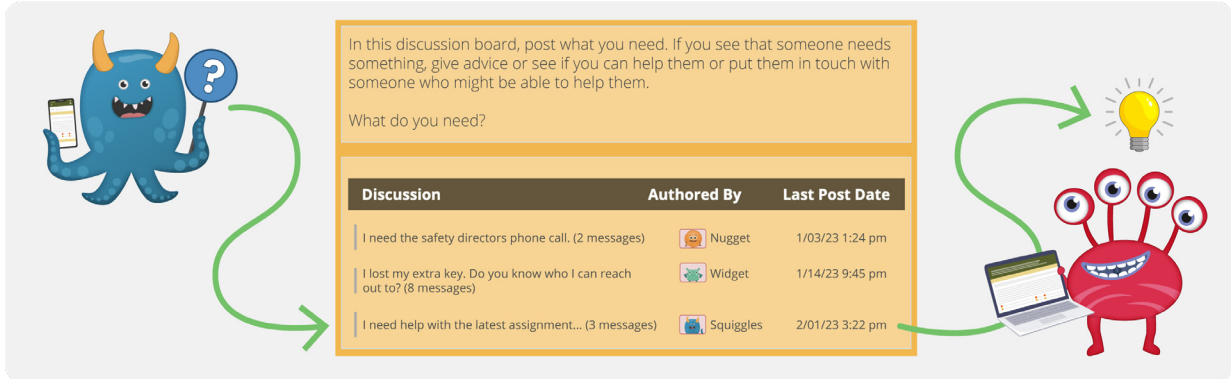
- Allows trainer to provide on-the-spot remediation and support
- Allows trainer to monitor learner engagement



WITHIN THIS CONTEXT



Scoop #24



In this discussion board, post what you need. If you see that someone needs something, give advice or see if you can help them or put them in touch with someone who might be able to help them.

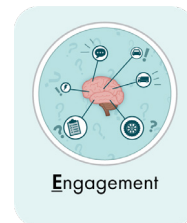
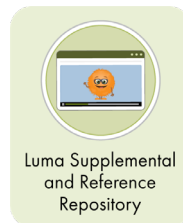
What do you need?

Discussion	Authored By	Last Post Date
I need the safety directors phone call. (2 messages)	Nugget	1/03/23 1:24 pm
I lost my extra key. Do you know who I can reach out to? (8 messages)	Widget	1/14/23 9:45 pm
I need help with the latest assignment... (3 messages)	Squiggles	2/01/23 3:22 pm

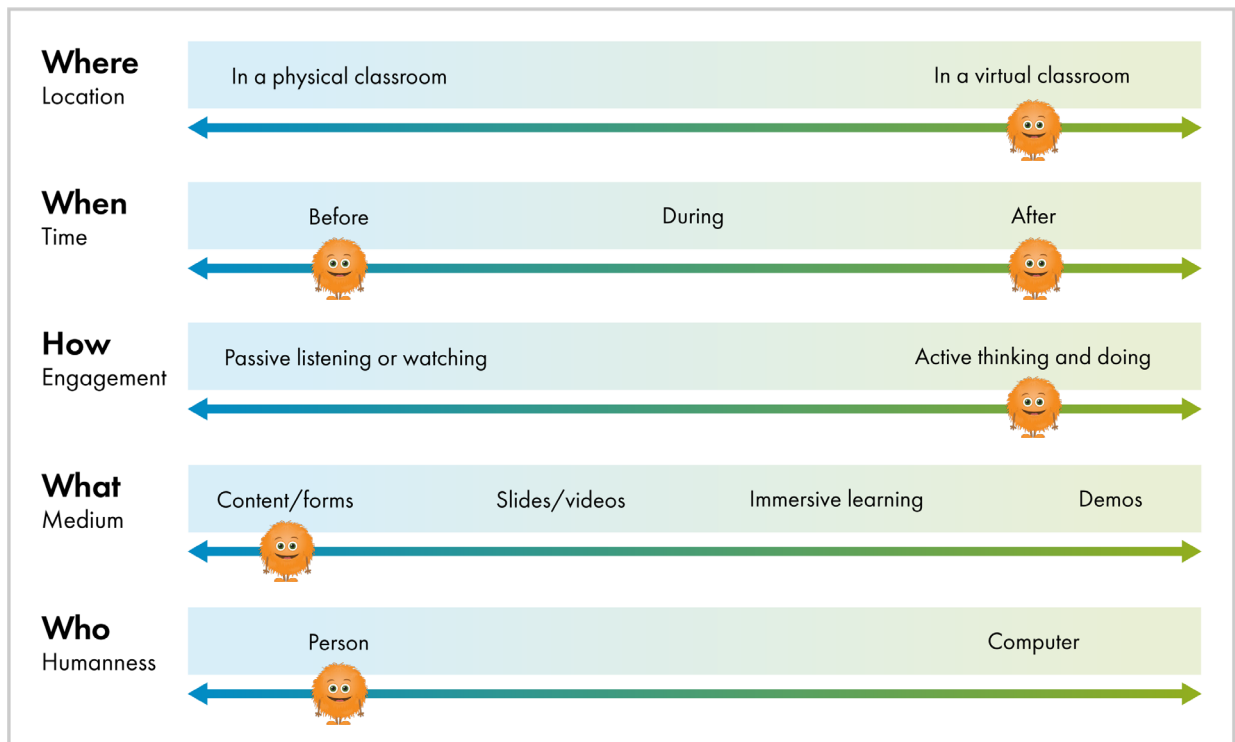
Create an ongoing discussion board where learners can ask and answer each other's questions.

BENEFITS

- Provides learners with a safe space to get peer and instructor support
- Builds a community of learners
- Builds learners' confidence and expertise



WITHIN THIS CONTEXT



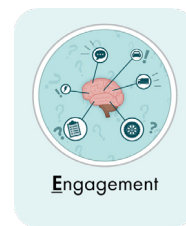
Scoop #25



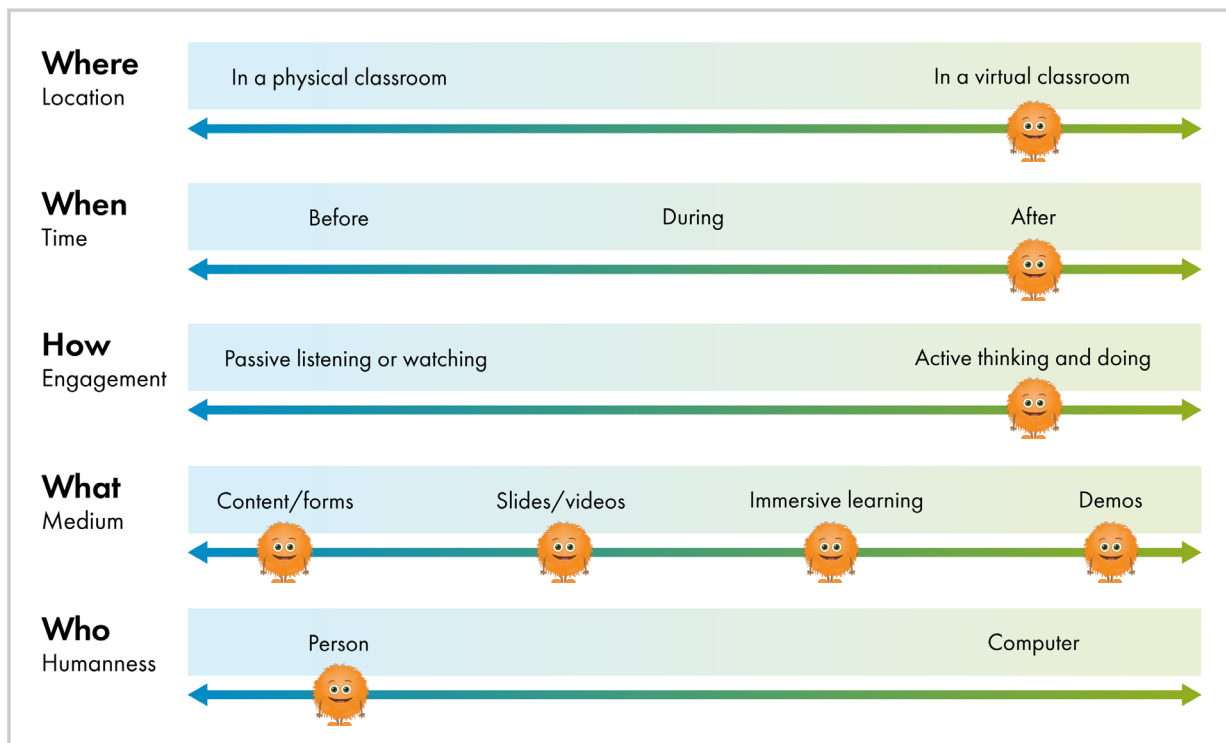
Lumalive® sessions are conducted by an instructor coach after completion of eNuggets® to reinforce and review key concepts through trivia and quiz games.

BENEFITS

- Reinforces concepts by providing multiple exposures through friendly competition



WITHIN THIS CONTEXT



Scoop #26



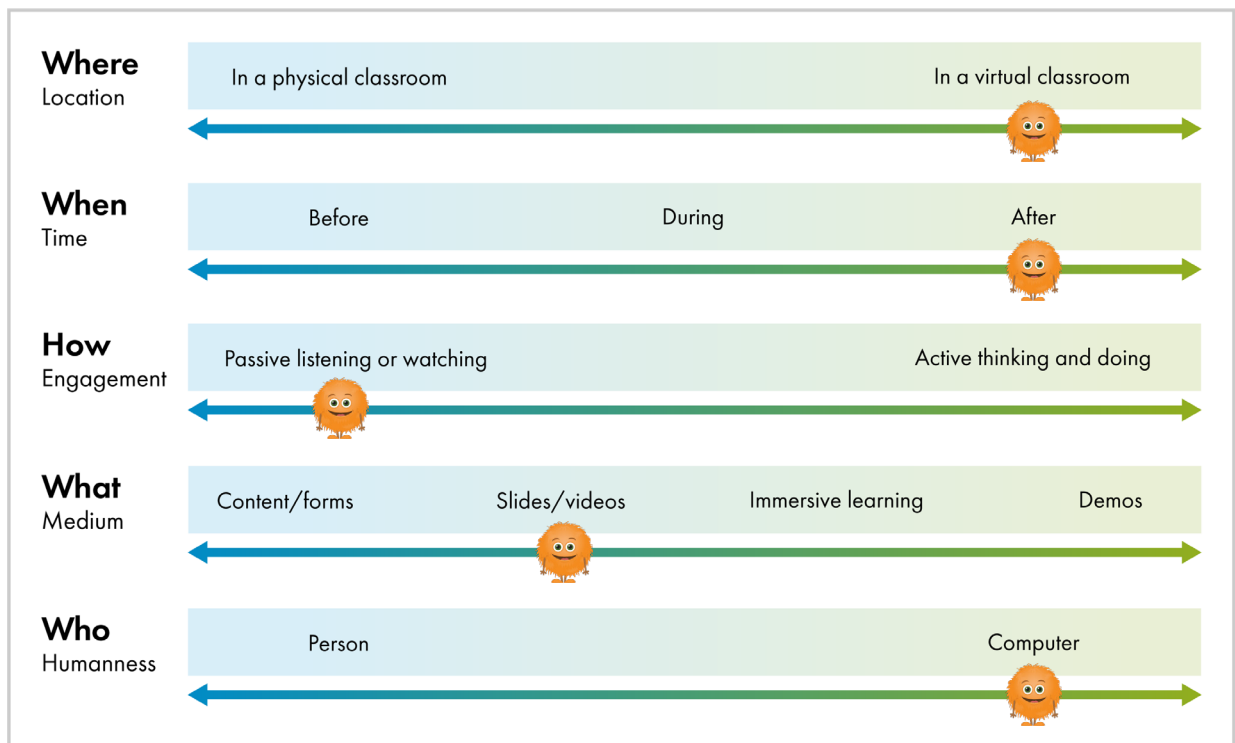
Send a video message reinforcing concepts taught in a previous coaching session, along with an invitation to a live check-in session using LumaLive®.

BENEFITS

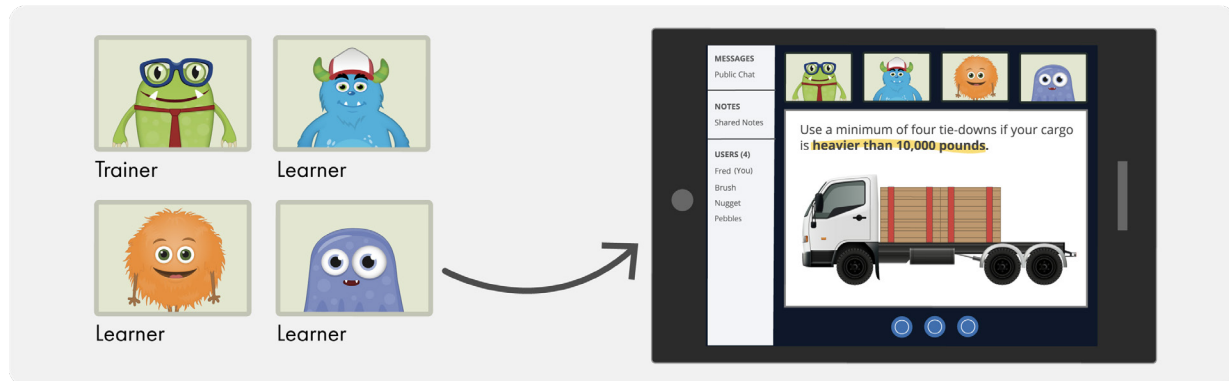
- Builds communication and connections with learners



WITHIN THIS CONTEXT



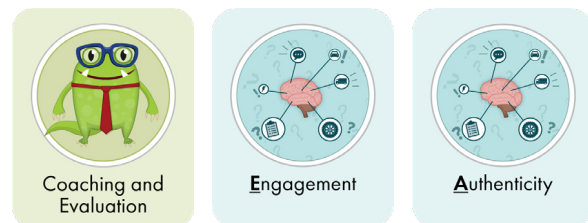
Scoop #27



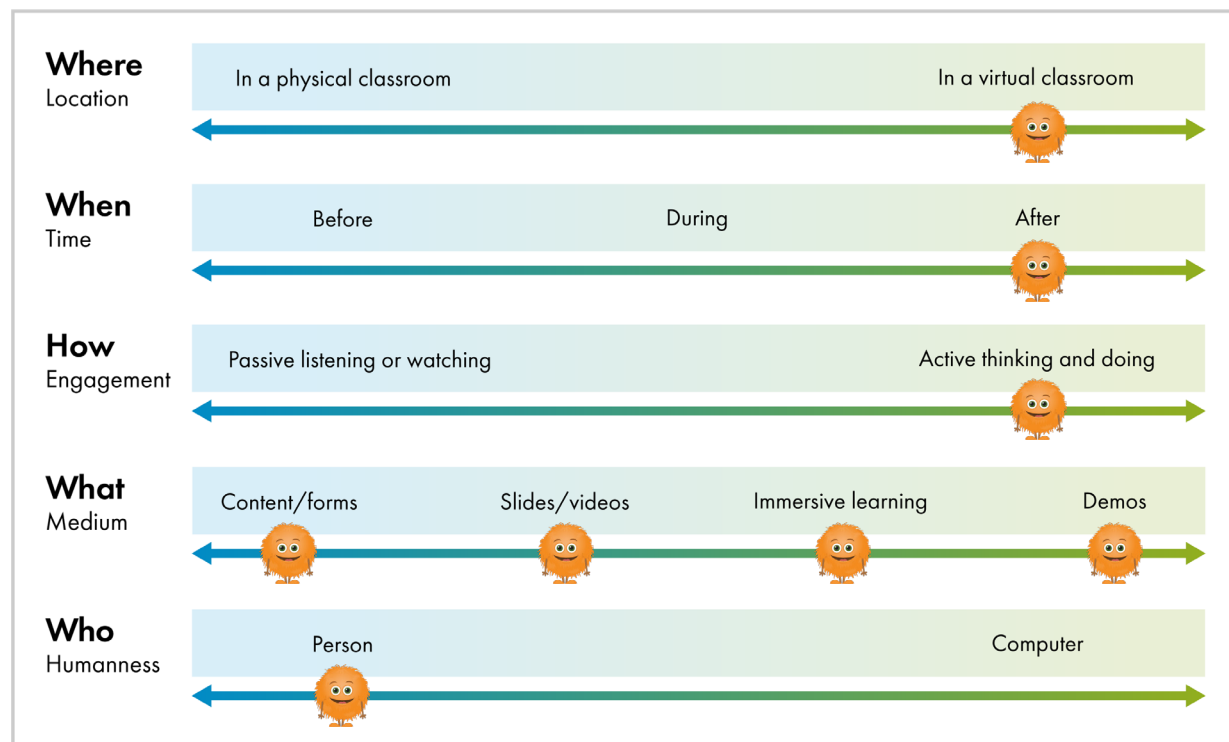
Trainers can conduct interactive sessions in LumaLive® to discuss scenarios and case studies.

BENEFITS

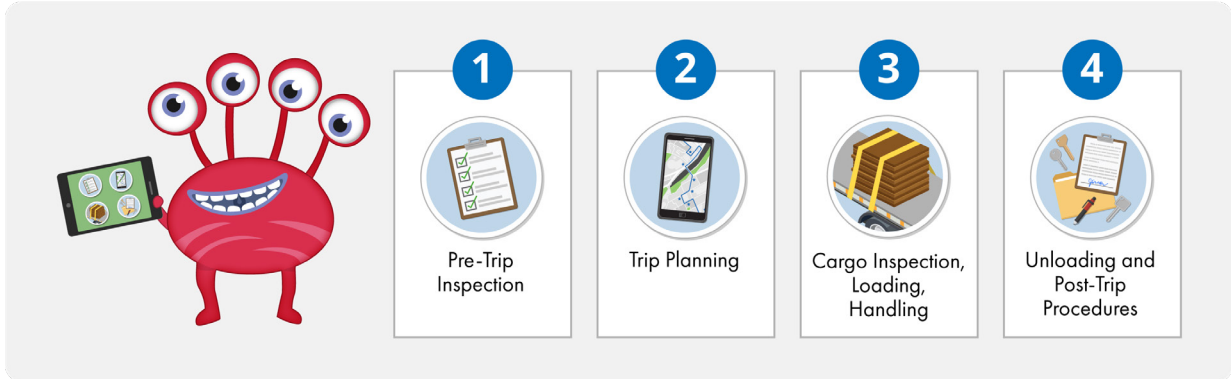
- Provides an opportunity for learners to analyze skills and concepts in action
- Offers an opportunity for instructor feedback, learner interaction, and coaching



WITHIN THIS CONTEXT



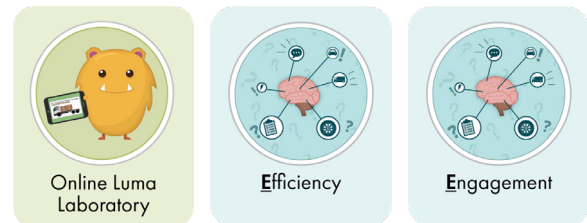
Scoop #28



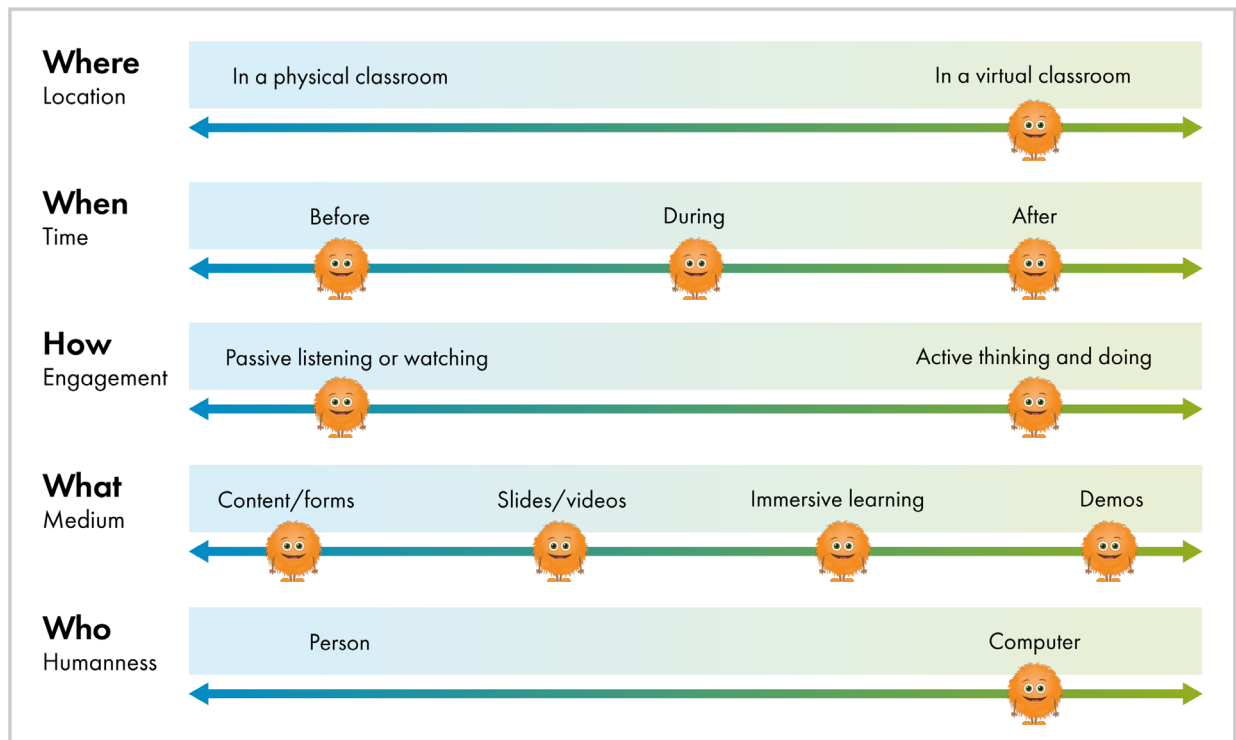
Break up larger topics into multiple eNuggets®, and trigger the delivery over multiple days and times.

BENEFITS

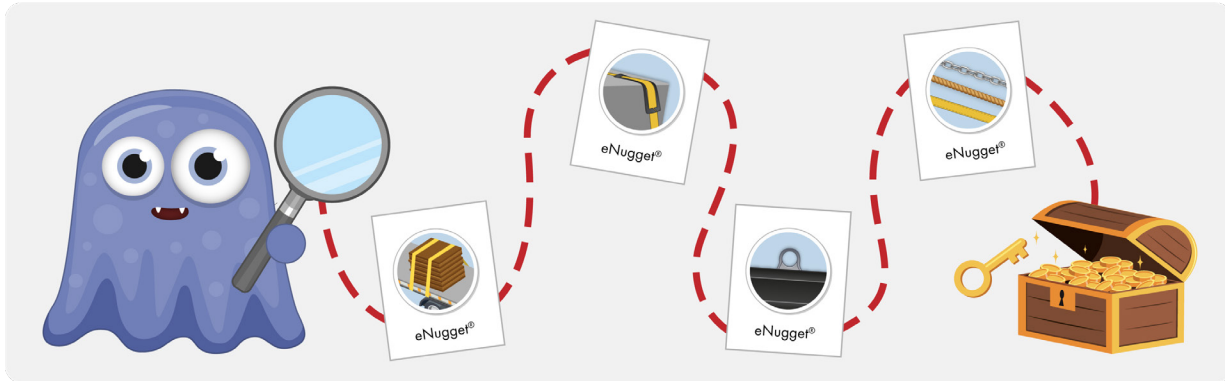
- Breaks up content into digestible bites by distributing content throughout multiple eNuggets®
- Helps to better target areas of remediation



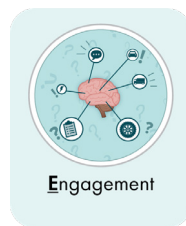
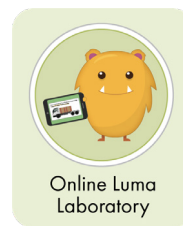
WITHIN THIS CONTEXT



Scoop #29



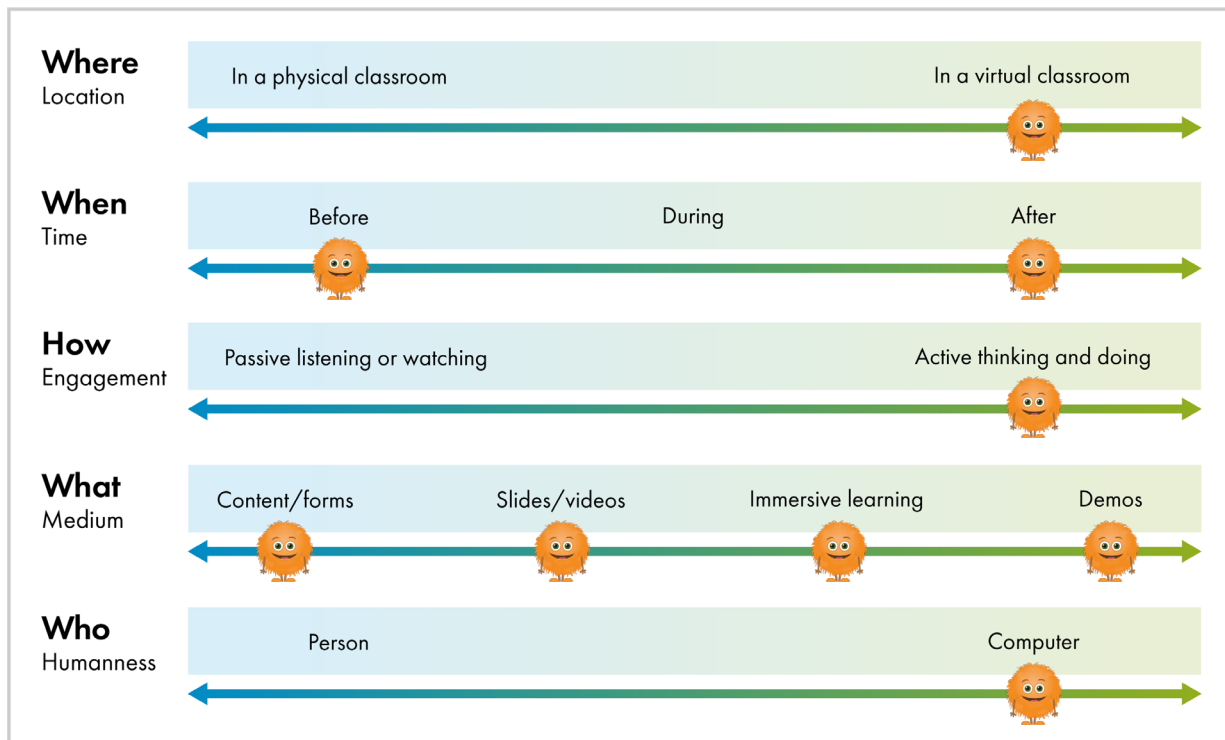
Turn learning paths into escape rooms by embedding mystery clues, treasures, and messages within each eNugget®. For learners to unlock the final messages, clues, or prizes, they must complete all eNuggets® in the learning path with a target score.



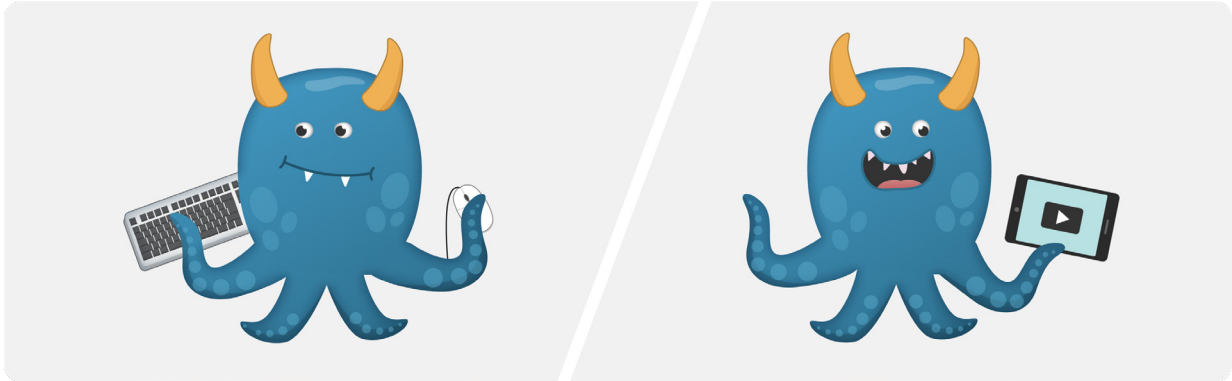
BENEFITS

- Incorporates challenge and novelty, which helps increase learner interest and investment in completing the learning

WITHIN THIS CONTEXT



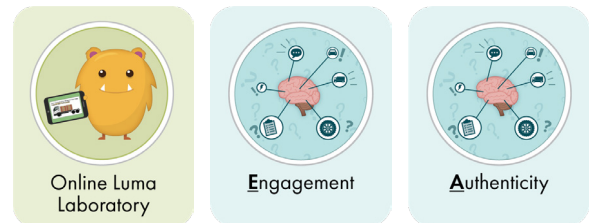
Scoop #30



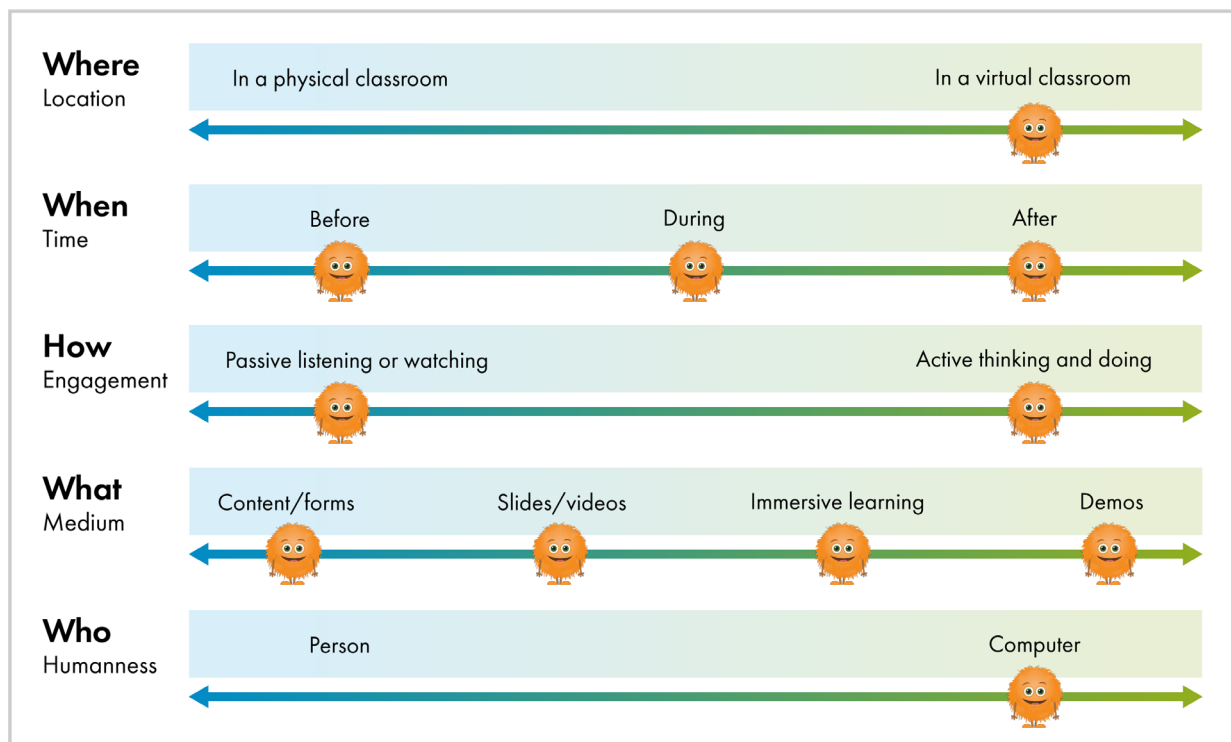
Add the ability for learners to choose how they respond in ongoing discussion forums by allowing them to select their method of expression, such as uploading video recordings or typing responses.

BENEFITS

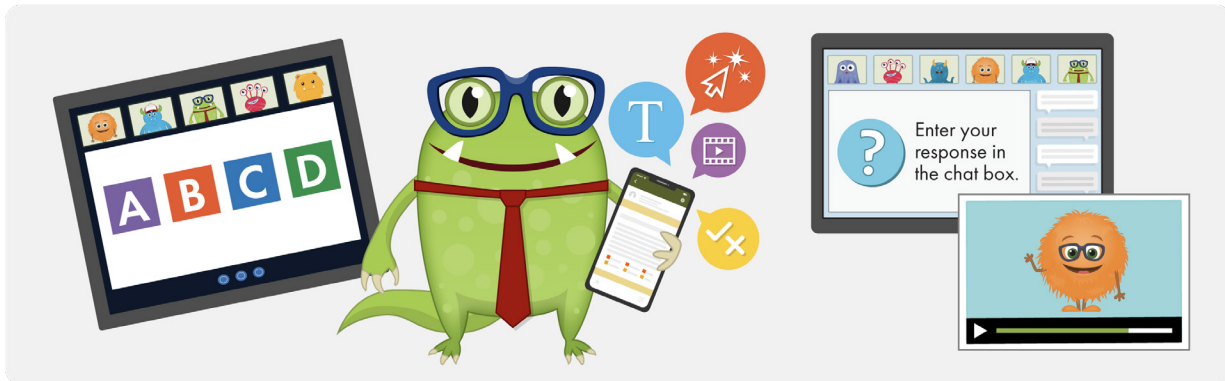
- Provides learners with multiple means of expression
- Provides learner choice, which increases learners' confidence and motivation to participate



WITHIN THIS CONTEXT



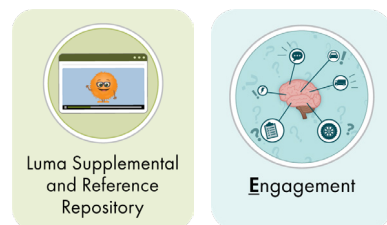
Scoop #31



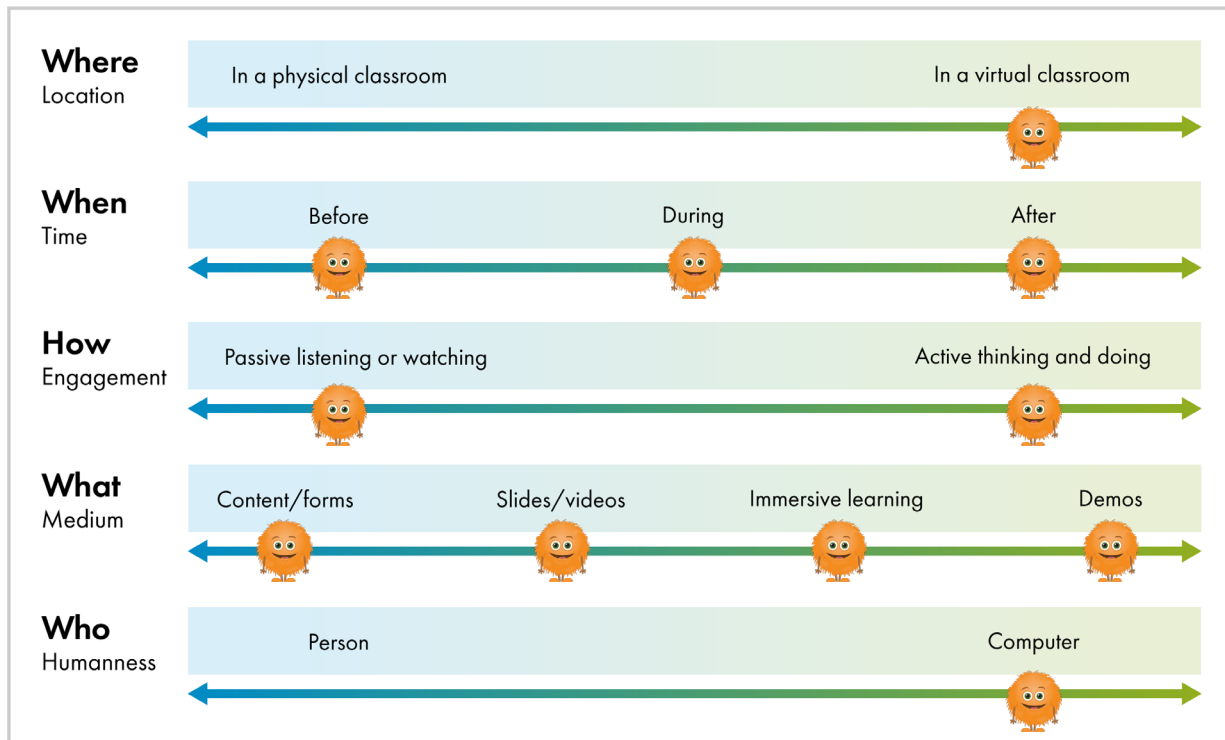
Design a learning experience that provides different ways for learners to interact with the content based on learner choice. This makerspace approach might include watching a video, playing a game, reading content, reviewing flash cards, or completing practice exercises.

BENEFITS

- Provides learners with multiple means of representation and multiple exposures to content presented in digestible bites, which increases learner confidence and engagement
- Encourages learners to take ownership over their learning, which increases motivation and engagement



WITHIN THIS CONTEXT



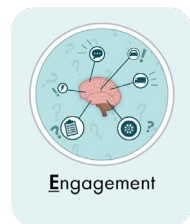
Scoop #32



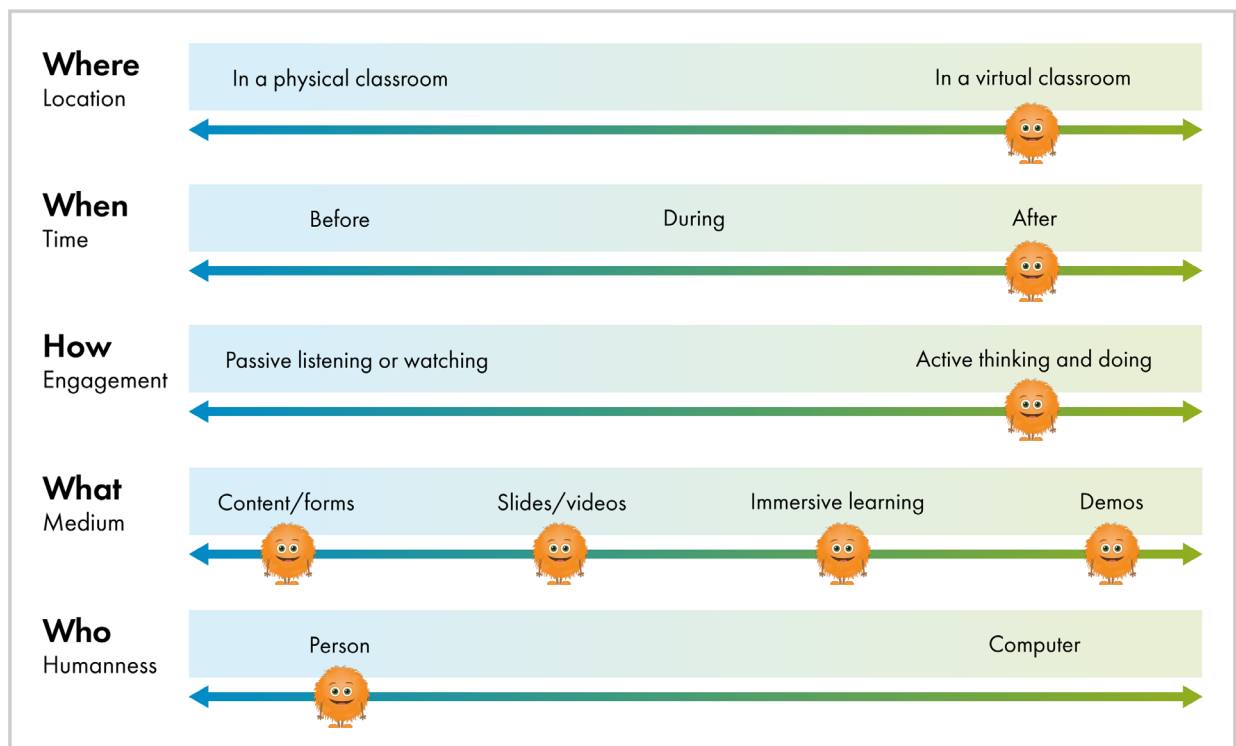
Create follow-up discussion forums to LumaLive® sessions or eNuggets®. Allow learners to share key takeaways, remaining questions, and a-ha moments.

BENEFITS

- Promotes learner reflection by allowing learners to read and respond to each others' reflections
- Facilitates a deeper understanding of the topic and broadens perspectives



WITHIN THIS CONTEXT



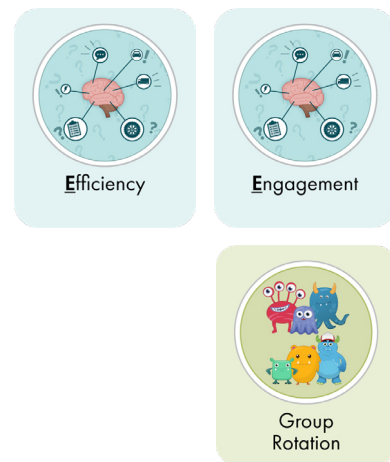
Scoop #33



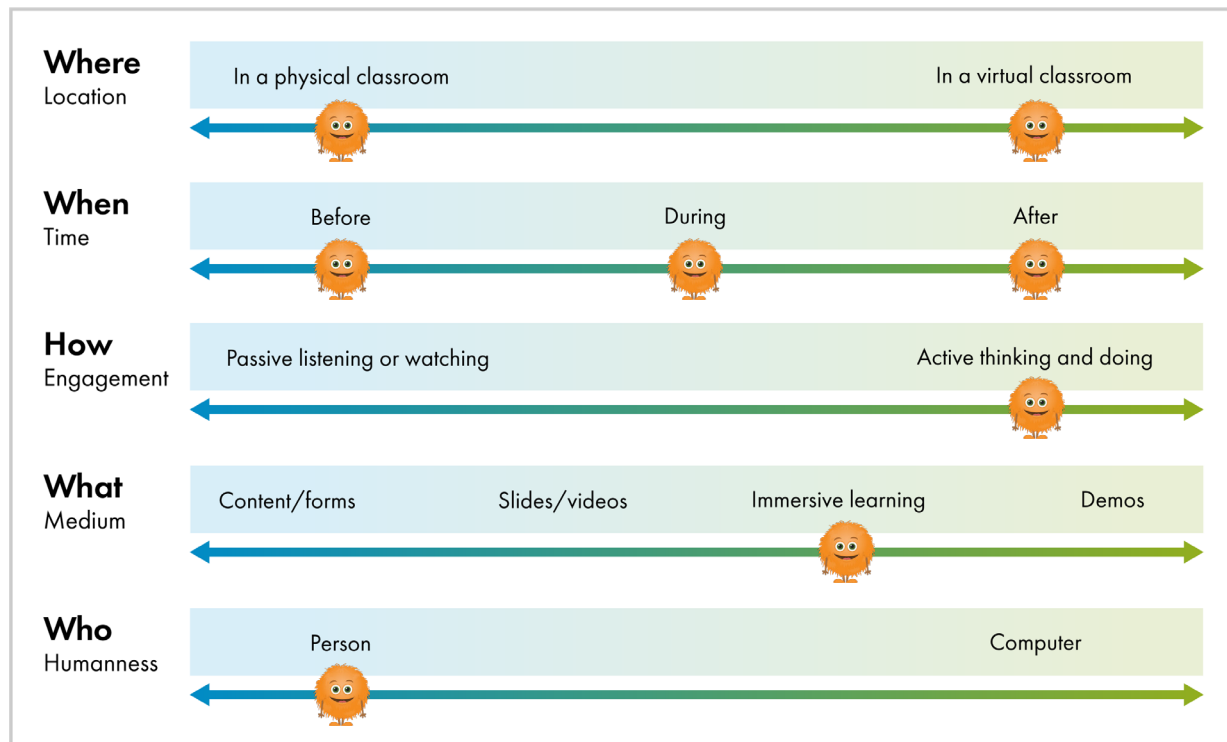
Promote engagement by gamifying the class experience. Groups work together to solve problems, complete assignments, and answer assessments. Let teams name themselves, and recognize their efforts by giving out prizes along the way and at the end.

BENEFITS

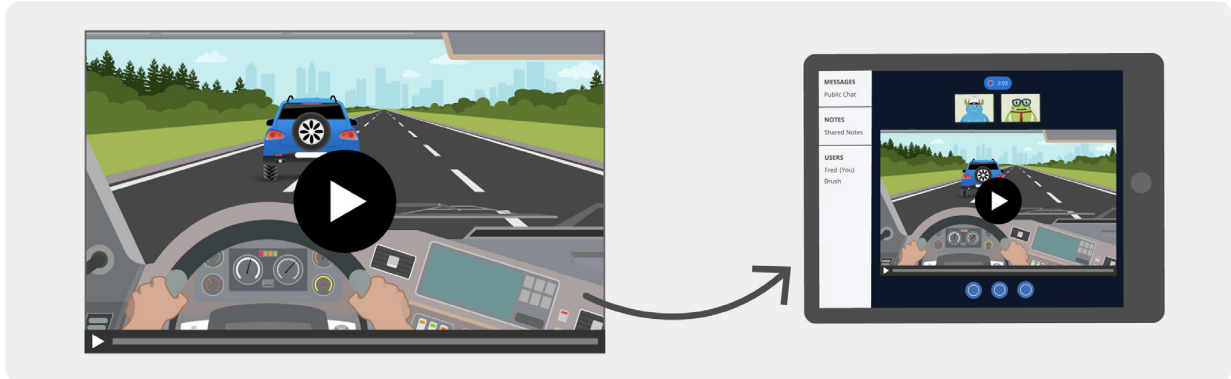
- Encourages learners to work together toward a common goal
- Potentially engages learners who may have been struggling or lost
- Builds community and relationships



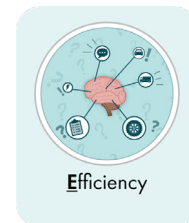
WITHIN THIS CONTEXT



Scoop #34



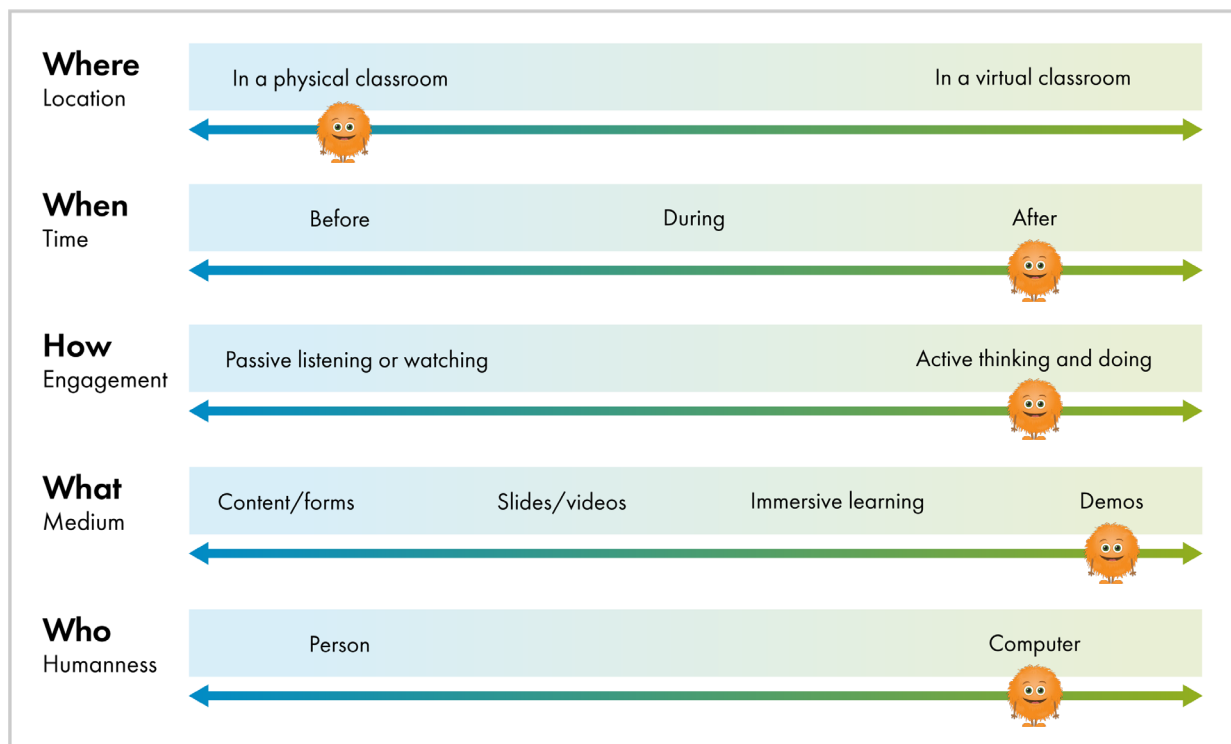
Use videos captured from the truck to reinforce positive performance and to stress areas that could be improved. This can be done online through synchronous technology, like LumaLive®, or in person. Have a digital evaluation sheet after the coaching session that the trainee and the coach can sign.



BENEFITS

- Creates just-in-time authentic reinforcement
- Uses authentic content to illustrate concepts that will help with recall at a later date

WITHIN THIS CONTEXT



Scoop #35

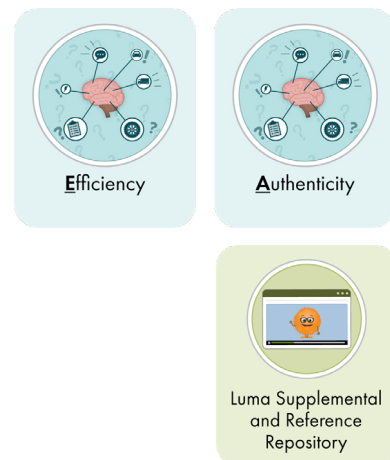


Main Causes of Damage in the Warehouse

Let's explore some of the most common ways that product gets damaged and how that damage can be reduced or even eliminated.

- OFFLOADING**
Forklift operators and warehouse staff should always adhere to the correct pallet handling procedures and use the appropriate machinery for the job at hand.
- IMPROPER STORAGE**
Regardless of where the product is stored, it must be stored properly to avoid damage and to avoid tipping over and seriously injuring or even killing warehouse staff.
- WATER DAMAGE**
Be on the lookout for standing water or wet packaging as you go about your daily routines and notify a supervisor immediately if you suspect a leak.
- IMPROPER TEMPERATURE CONTROL**
Take care to follow all temperature guidelines on product packaging and be sure to inspect temperature control systems throughout the day. Local health regulations will dictate living.
- LOADING**
Handle product with care, be sure it's stacked properly in the container that will be transporting it, and be sure the product is properly secured from falling or tipping.

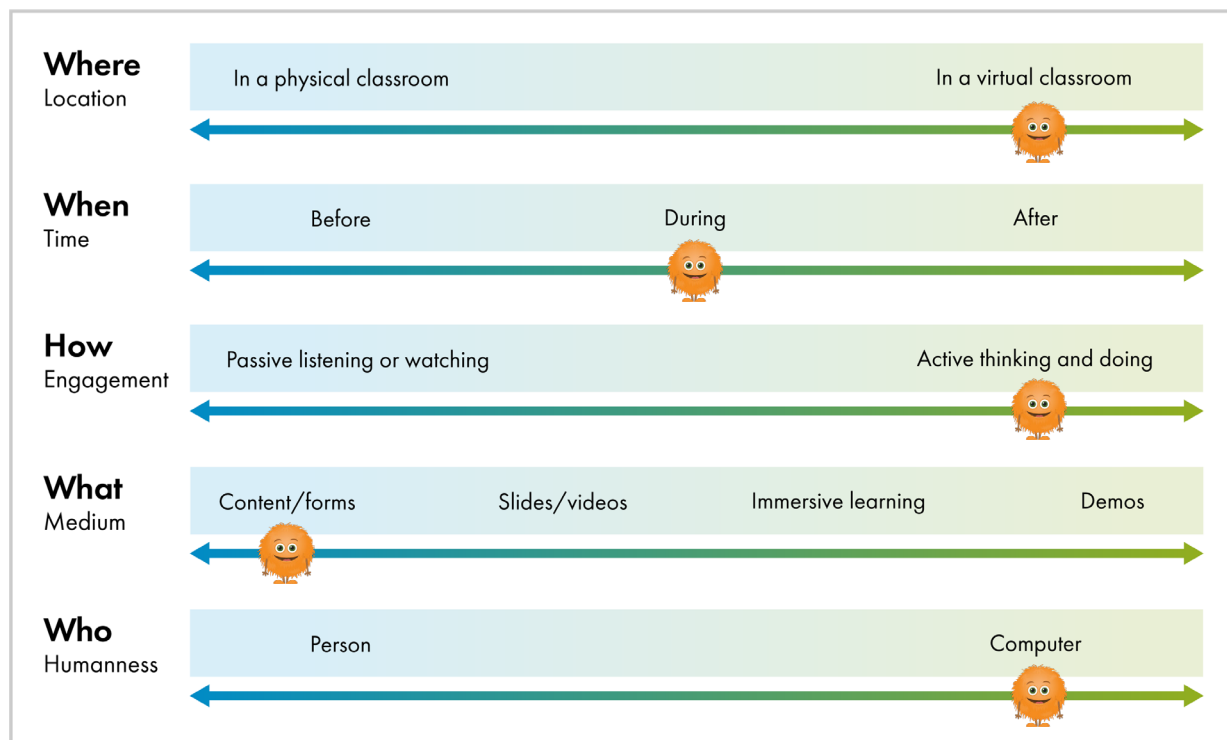
Determine which content is best addressed by providing a job aid or infographic versus full training. Then, create the job aids in Luma's platform, and assign them to learners to review and reflect on how they can use the information they learned. These aids also become quick references to use on the job.



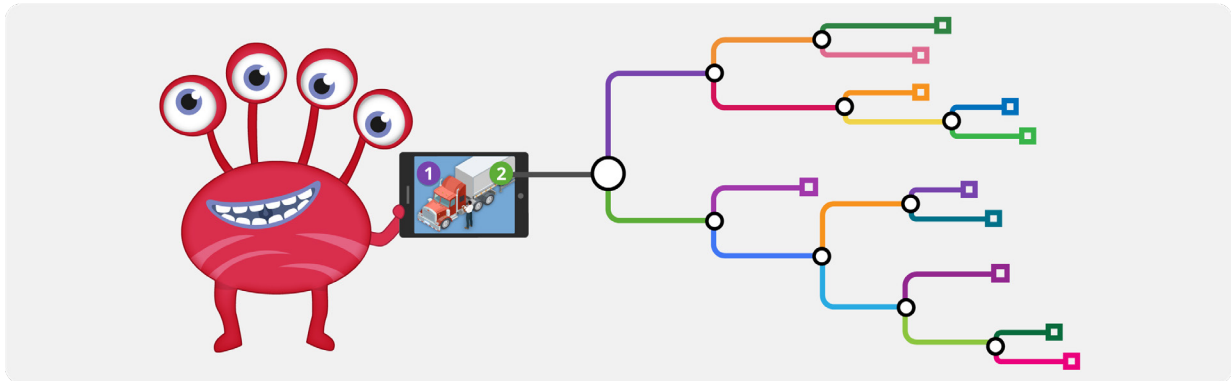
BENEFITS

- Provides quick at-a-glance information to support learners while on the job
- Saves time addressing shorter topics and processes via quick sheets and reference guides versus full training

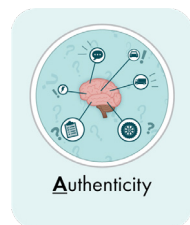
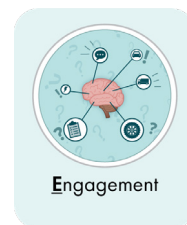
WITHIN THIS CONTEXT



Scoop #36

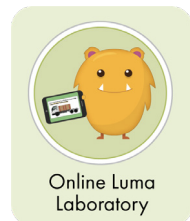


Create a choose-your-own-adventure or branching scenario in immersive learning experiences to reinforce appropriate responses and actions to be taken before, during, and after major roadside inspections. Have learners determine the right choice to make, and then provide feedback to reinforce the decision or coach toward a more appropriate choice.

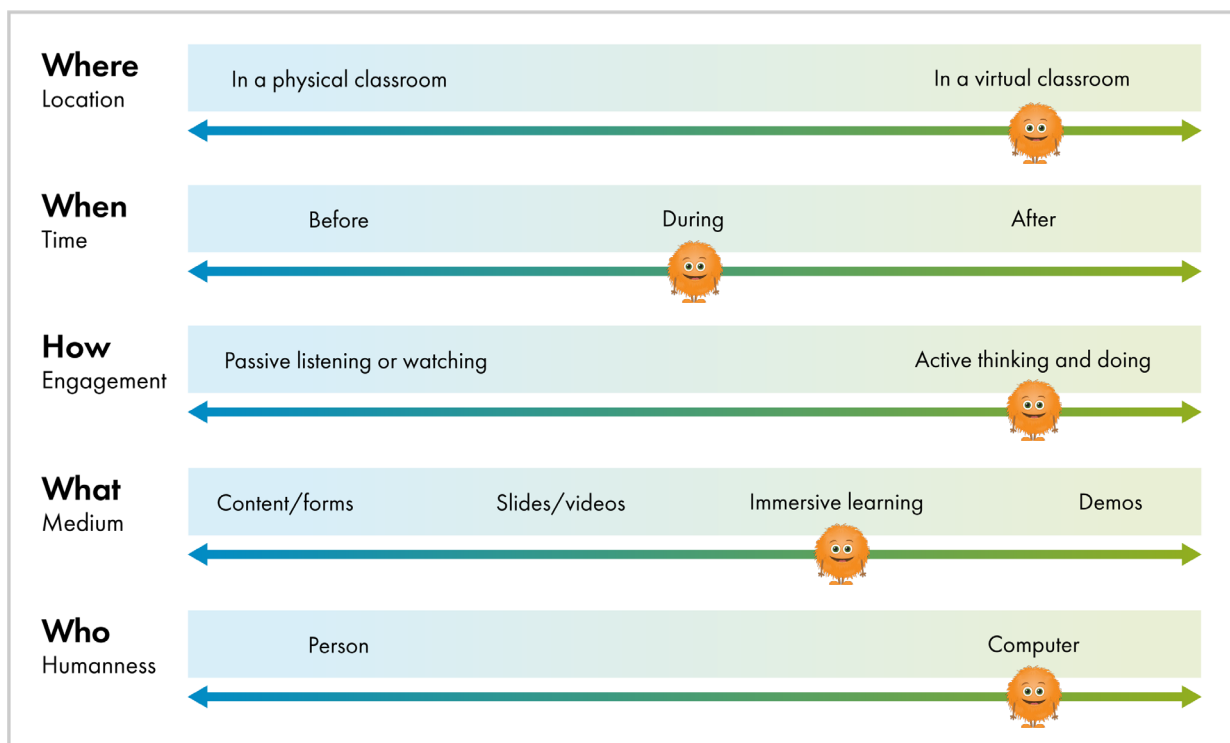


BENEFITS

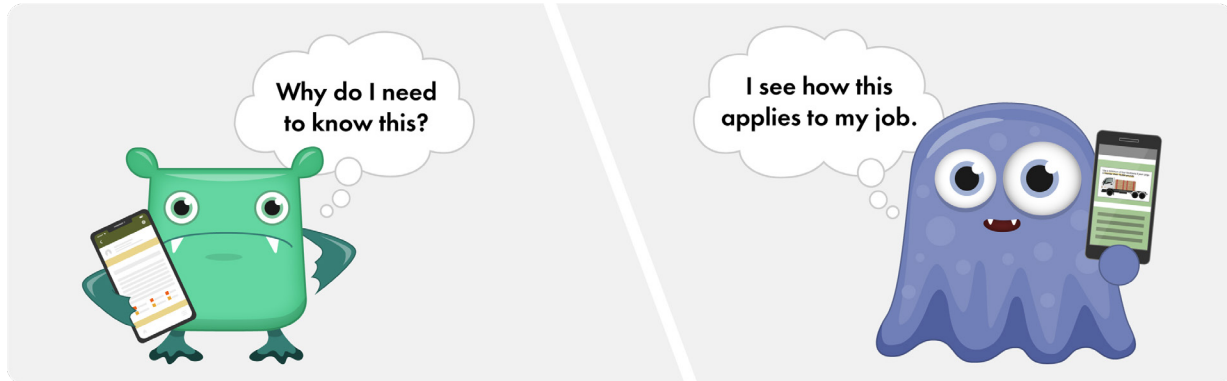
- Provides learners with authentic context, which increases motivation and desire to engage with learning
- Reinforces appropriate and inappropriate behaviors using realistic scenarios



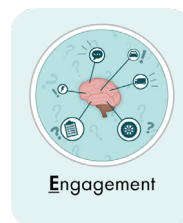
WITHIN THIS CONTEXT



Scoop #37

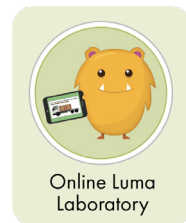


Aim to hook learners within the first 30 seconds of training by establishing relevance: how and why the lesson will benefit them on the job. Throughout the training, continue to reinforce the relevancy. At the end of the lesson, ask learners to reflect on how they will use this training on the job.

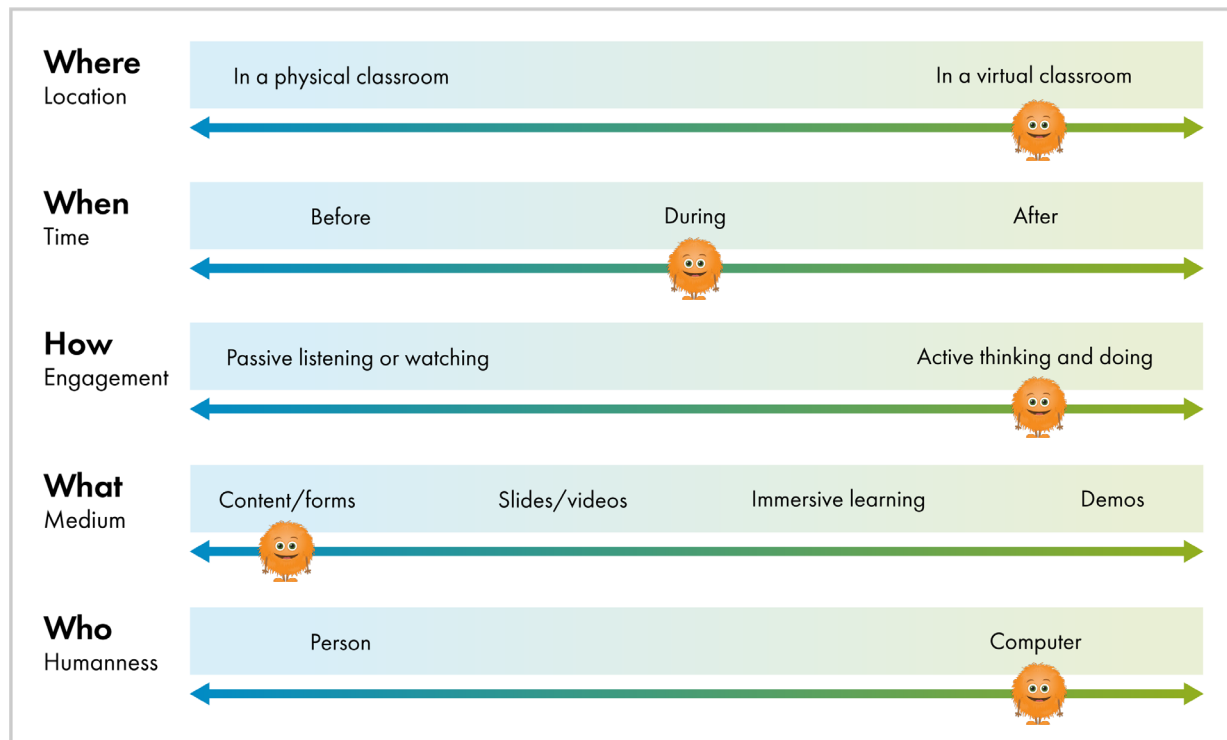


BENEFITS

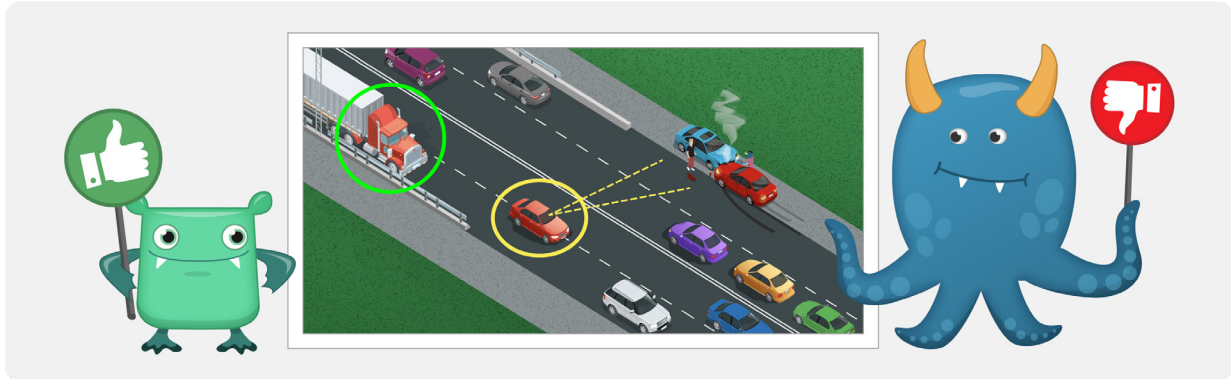
- Bridges the connection between what trainees will learn and how it applies to the learners
- Increases learners' motivation to engage with the content



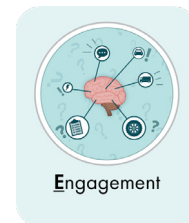
WITHIN THIS CONTEXT



Scoop #38

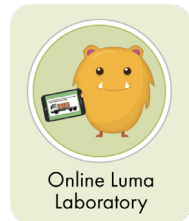


At the beginning of the training, introduce content through a realistic scenario, and ask learners to evaluate the actions of the individual(s) within it. Use this example in the training to reinforce concepts and best practices. At the end of the training, ask learners to reevaluate the scenario based on what they have learned.

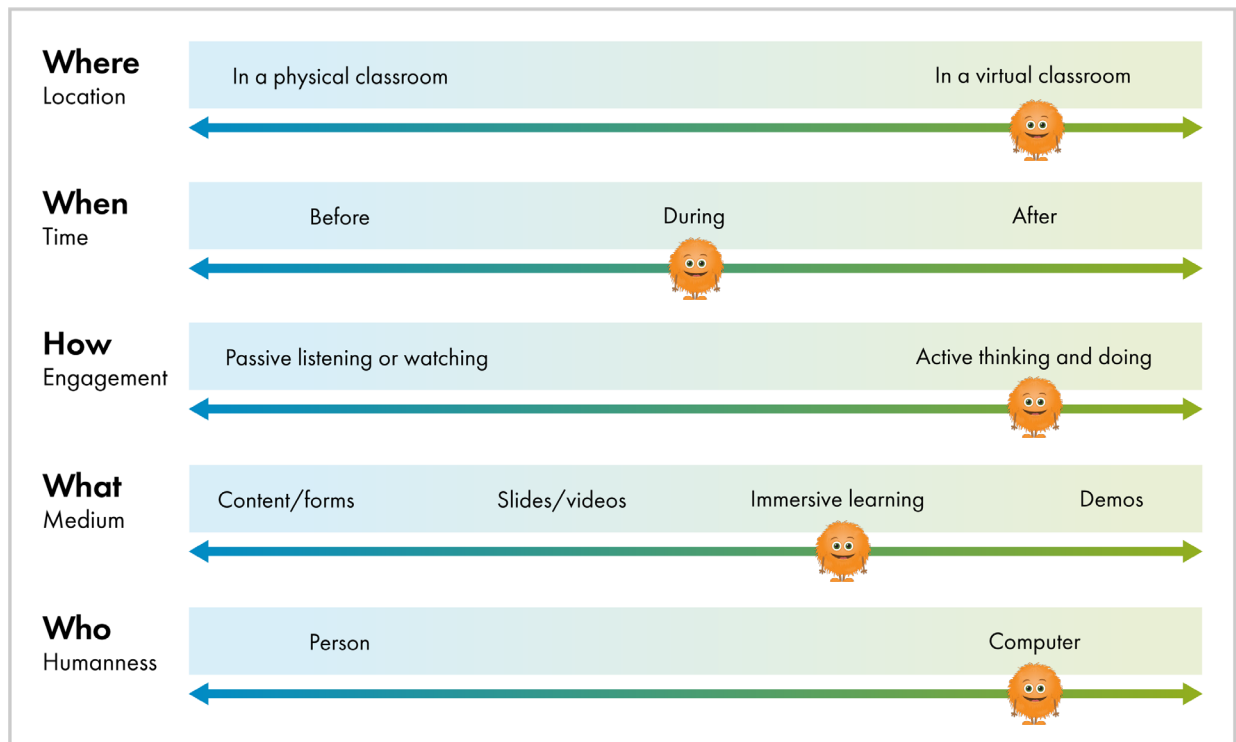


BENEFITS

- Creates a connection between what trainees learn and how it applies to them
- Increases learners' motivation to engage with the content



WITHIN THIS CONTEXT



Scoop #39



Hazard warning flashers are not needed if a driver plans on placing warning triangles around the vehicle.

☐ True ☒ False

The correct answer is: **False**
Flashers must be turned on while the driver is placing the triangles.

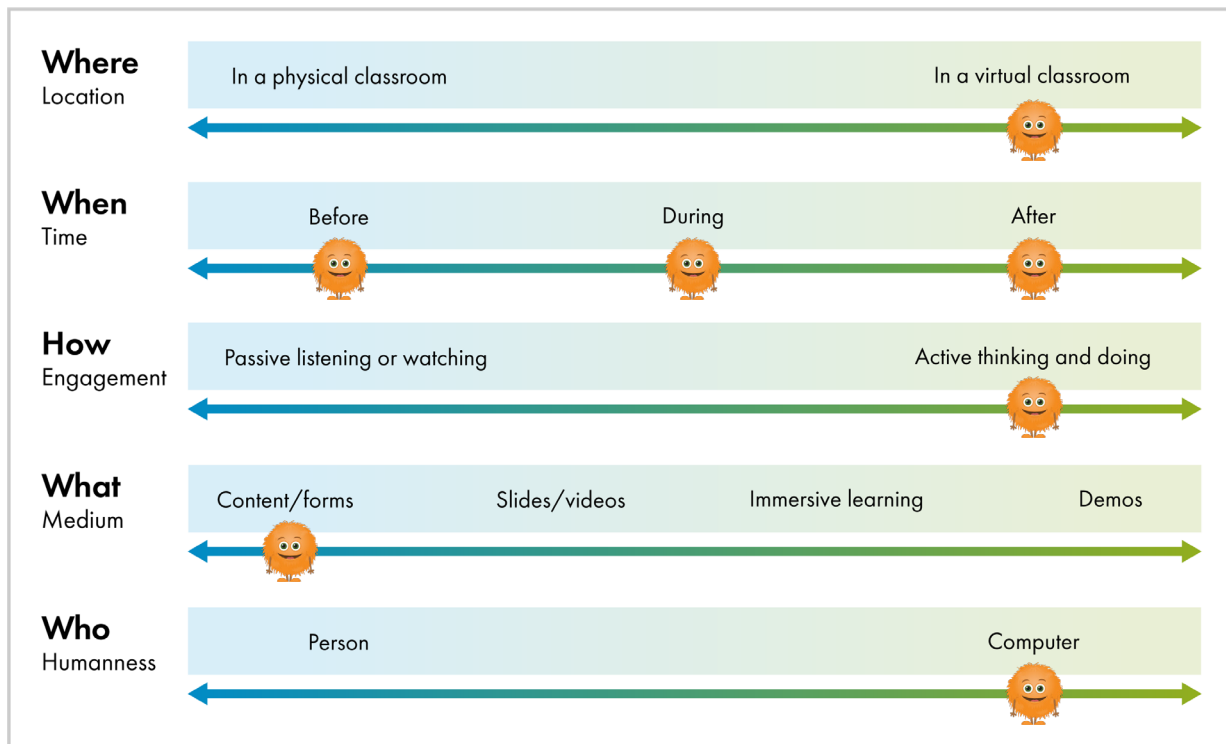
Build feedback into assessment and practice to authentically provide positive reinforcement and encouragement and to support key ideas and enduring understandings.



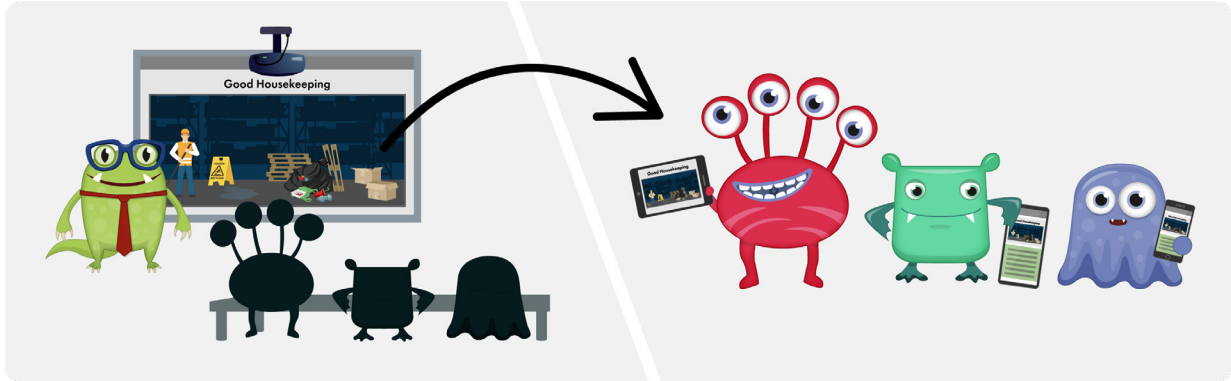
BENEFITS

- Provides multiple touch points
- Helps clarify understanding and clear up misconceptions and confusion

WITHIN THIS CONTEXT



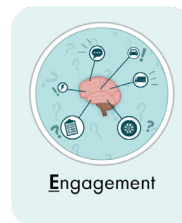
Scoop #40



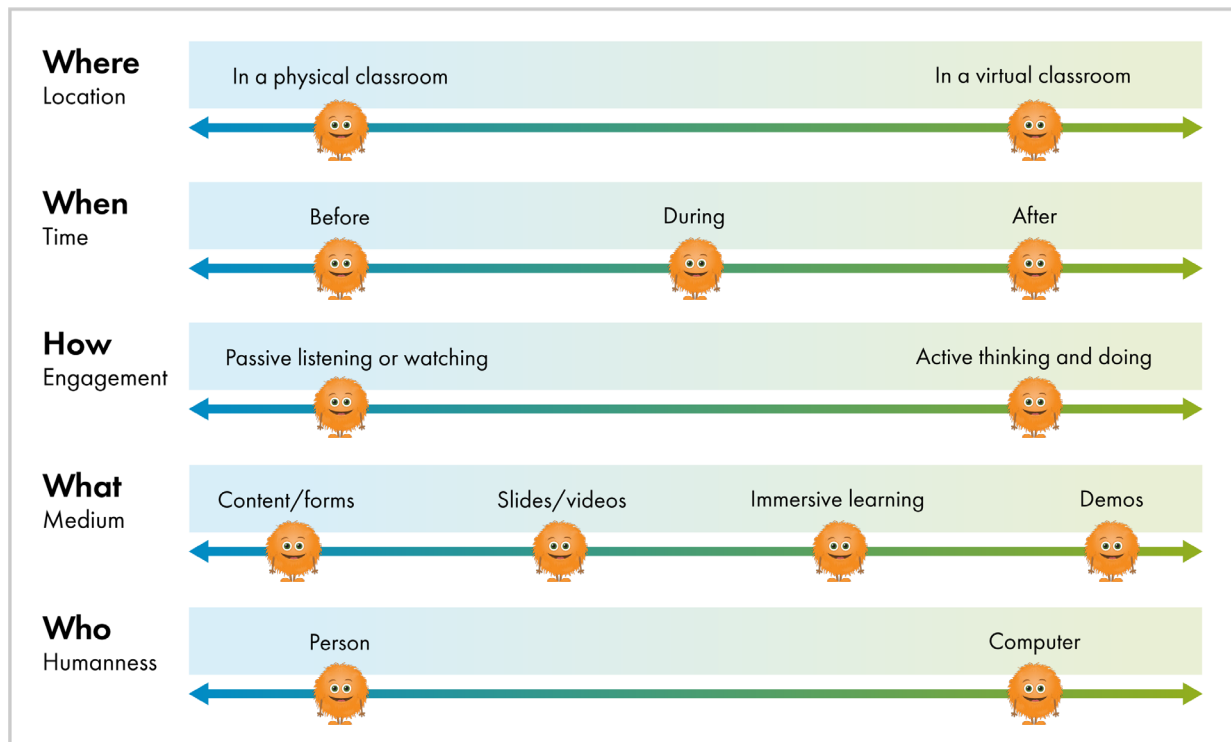
Provide learners with options for how they would like to receive instruction (i.e., 100% face-to-face, 100% online and self-paced, or a mix of both).

BENEFITS

- Creates an authentic and individualized learning experience for learners as they are provided with the learning experience that best meets their needs and preferences



WITHIN THIS CONTEXT



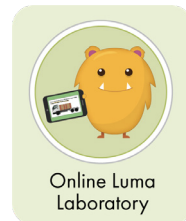
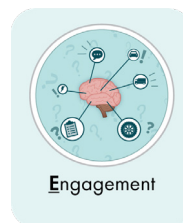
Scoop #41



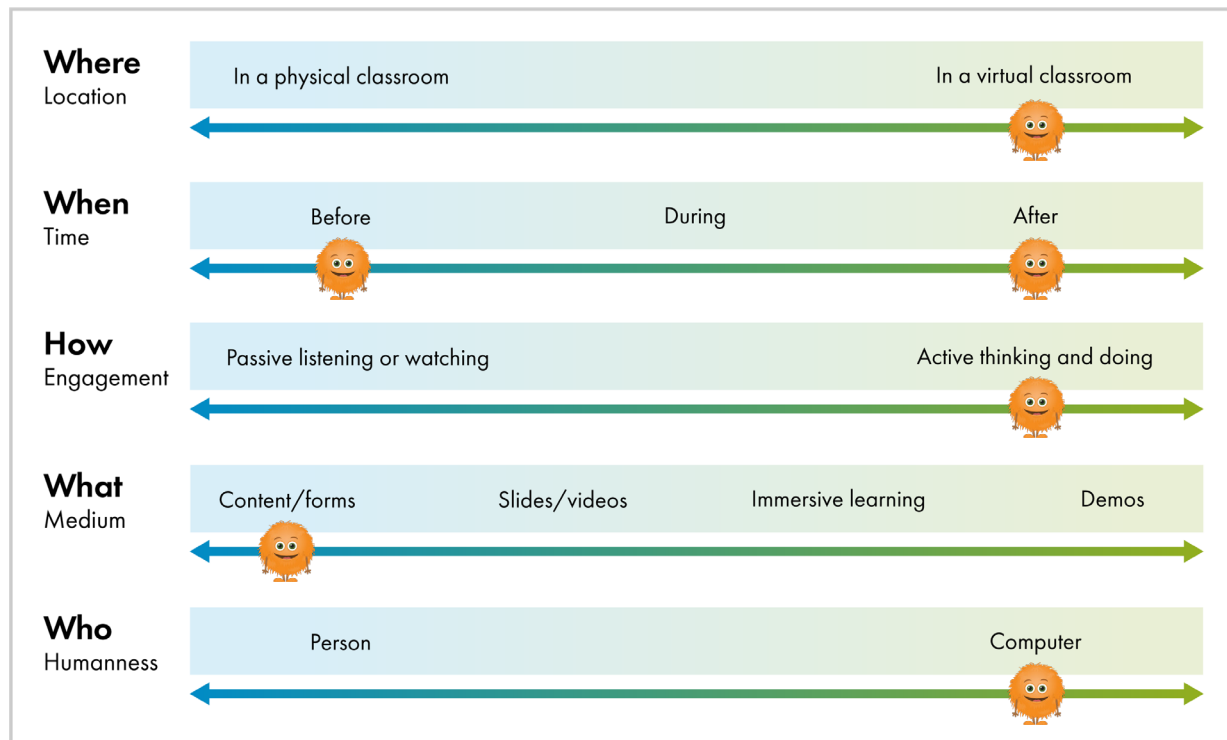
Encourage and motivate learners to use self-assessment and reflection to identify areas where additional training is needed by providing a safe place to request more content.

BENEFITS

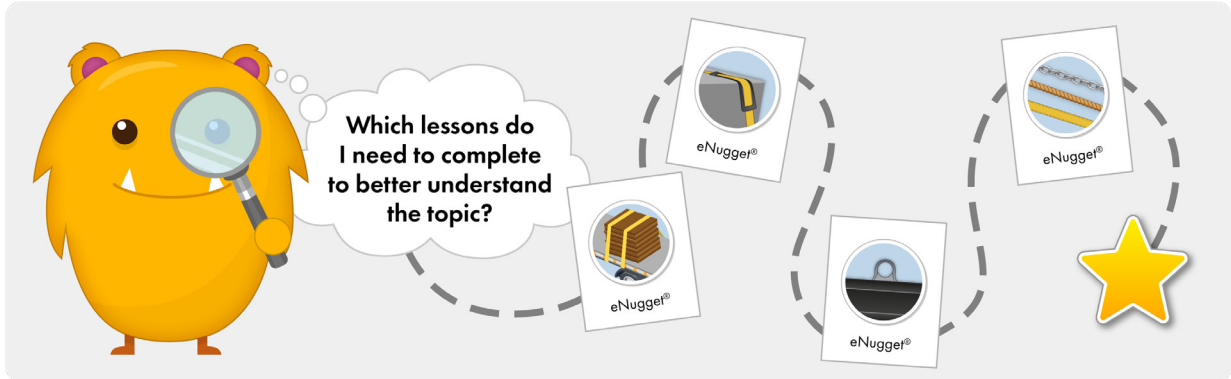
- Builds intrinsic motivation in learners as they take ownership of their learning and see its value
- Makes learners more likely to engage and interact with content authentically



WITHIN THIS CONTEXT



Scoop #42



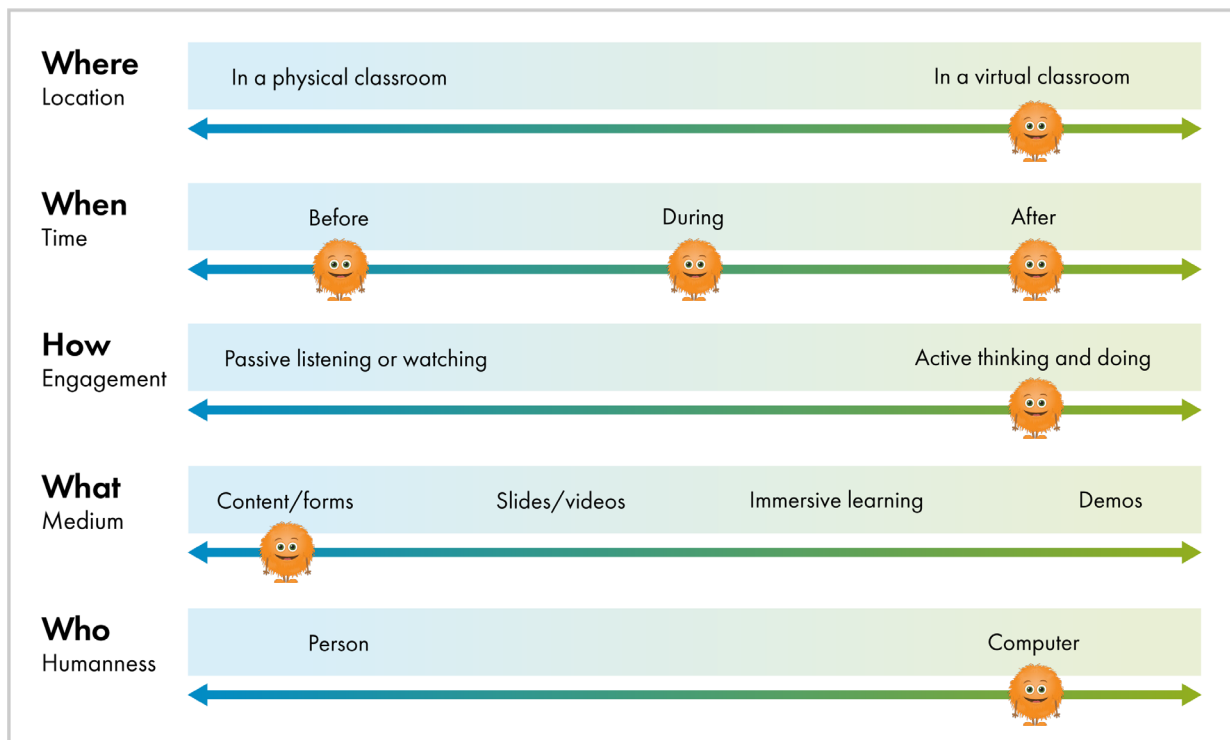
Use real-world performance data to inform future lessons and knowledge gaps.

BENEFITS


- Allows real-world data to inform decision-making and training



WITHIN THIS CONTEXT



Scoop #43



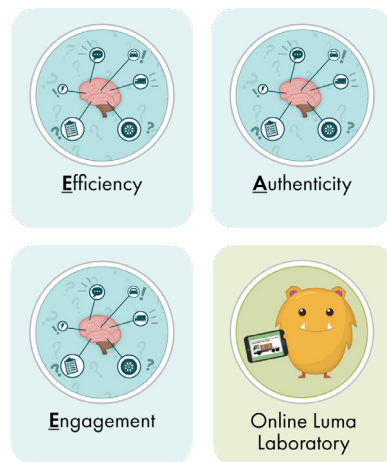
Q: When operating an 80-foot tractor-trailer unit, when should you use your hazard warning signal lights?

A: Whenever you stop on a roadway or an adjacent shoulder

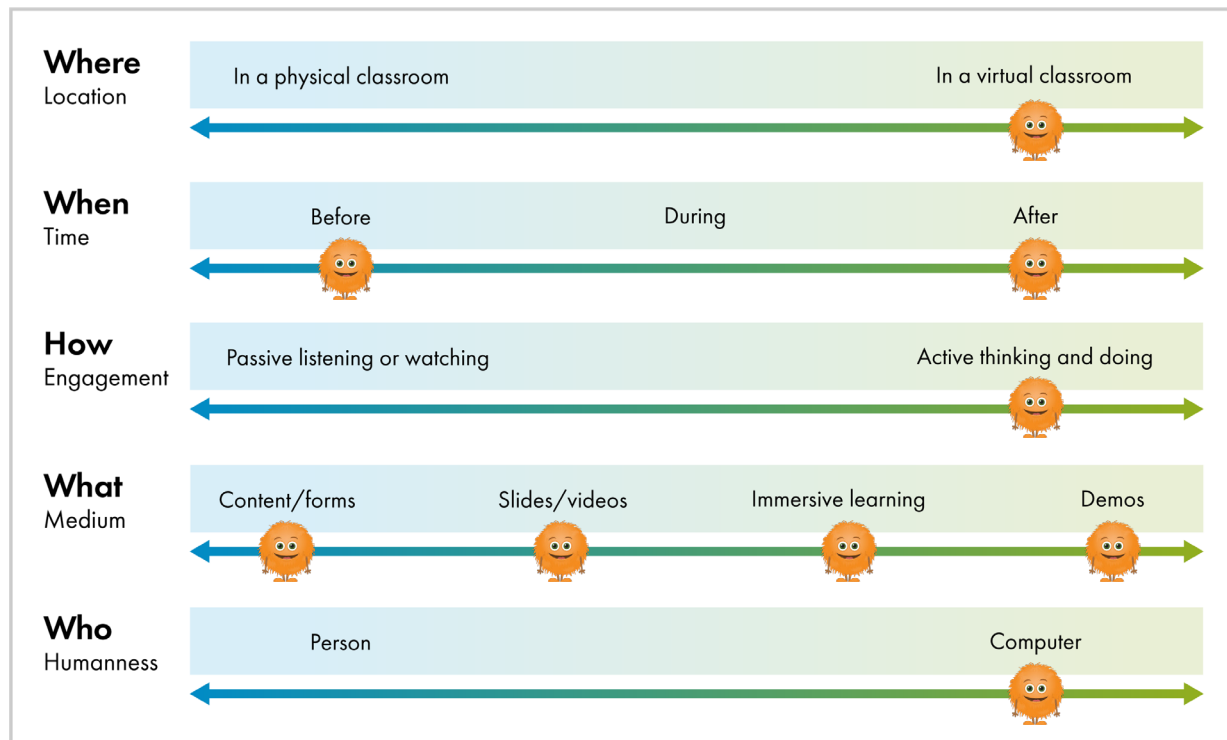
Prepare learners for exams and help them review critical concepts by creating lessons that use flash cards with review questions that align with learning outcomes and final exam questions. Add assessment questions to these lessons to help learners test their knowledge.

BENEFITS

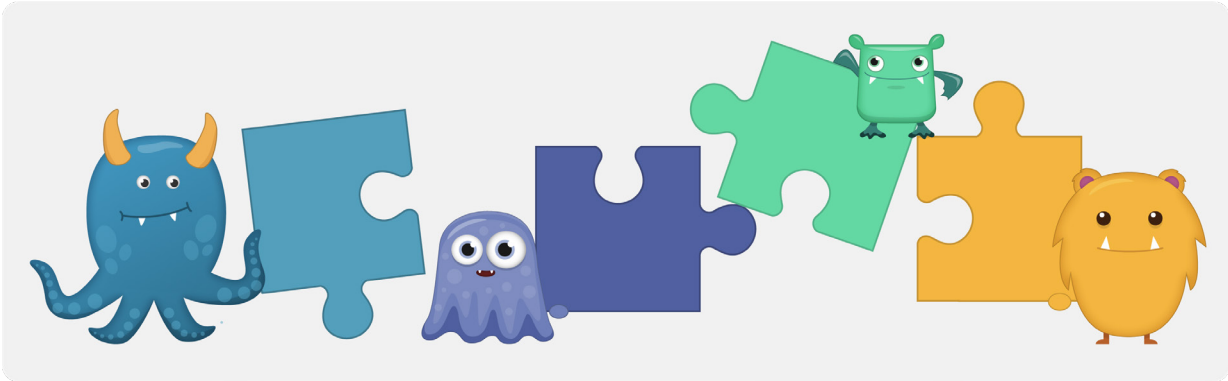
- Provides learners with multiple touch points or exposures to the topic
- Aligns what learners are reviewing with the key concepts they should retain and the concepts to be tested



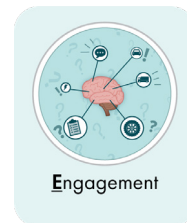
WITHIN THIS CONTEXT



Scoop #44



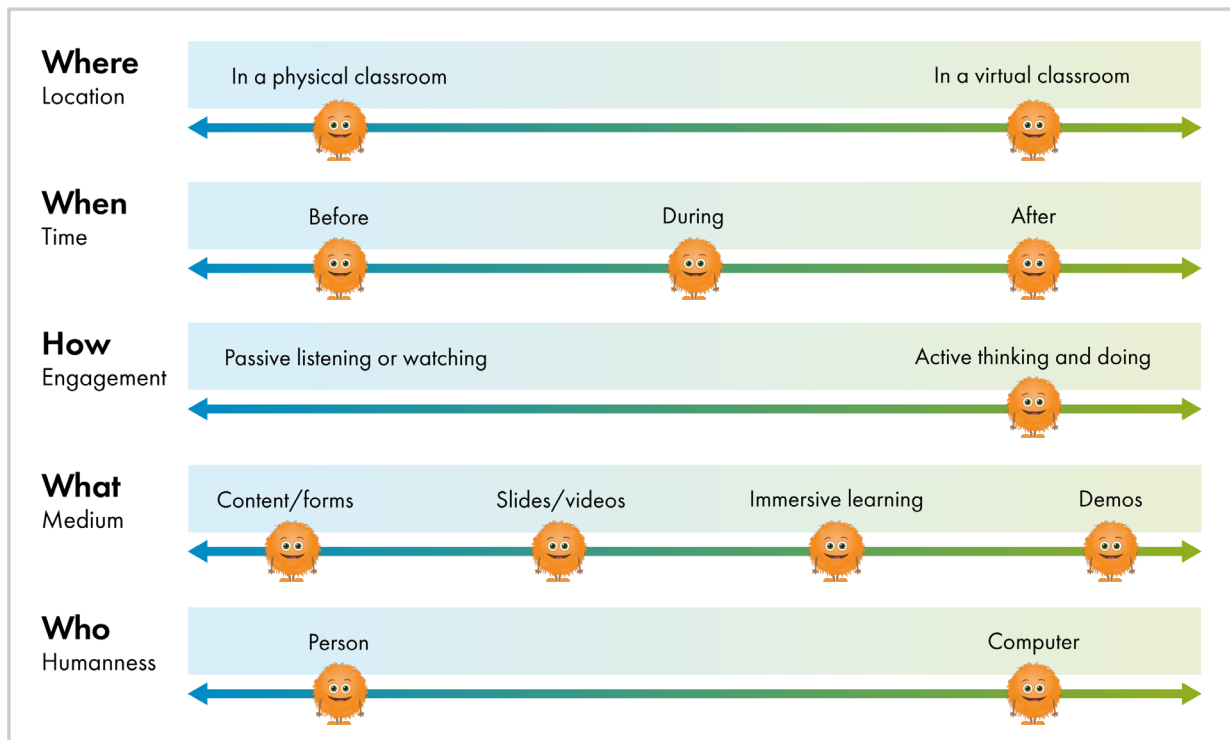
Establish relevancy by explicitly stating the relationship between the current lesson and previous related lessons by saying how current learning builds on prior knowledge or how this learning will be necessary to understand future content.



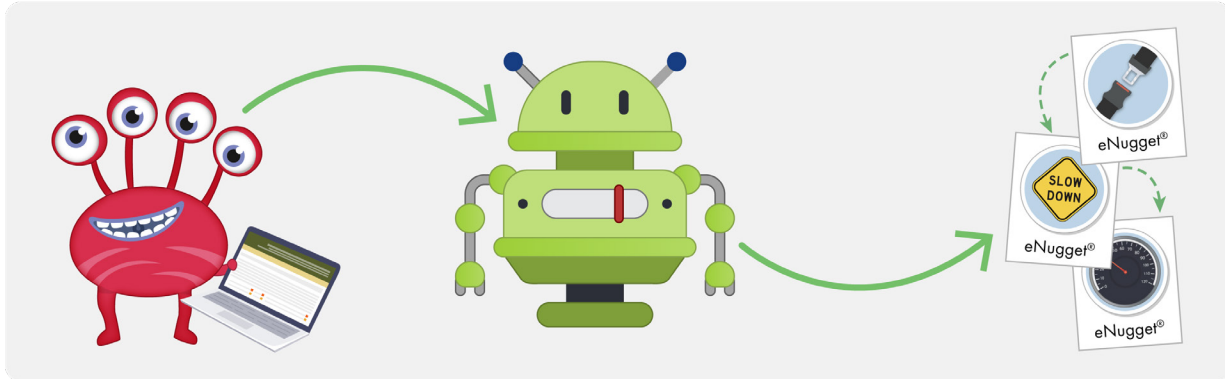
BENEFITS

- Bridges the connection between past, present, and future learning
- Increases learners' motivation to engage with the content

WITHIN THIS CONTEXT



Scoop #45



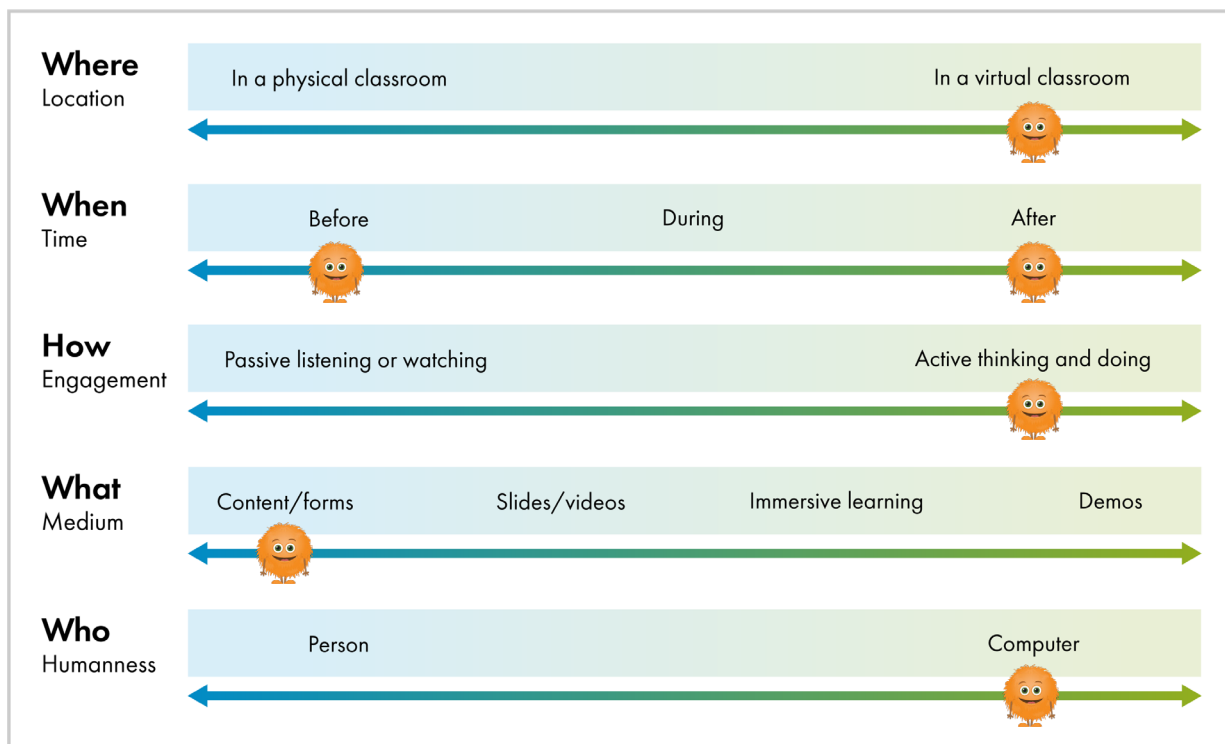
Real-time assessments and reports on past behaviors can be powerful tools for differentiating training plans. Automated coaching that uses meaningful individualized plans can engage learners because the content applies to them.



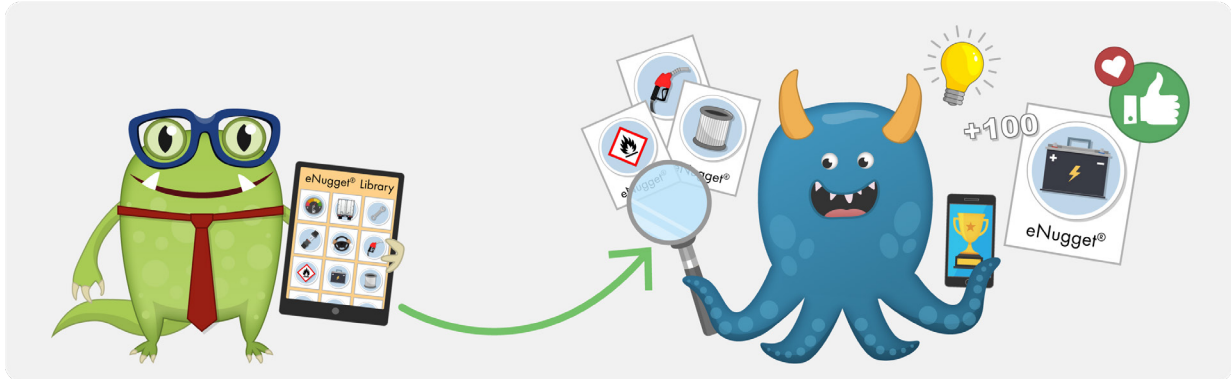
BENEFITS

- Provides just-in-time learning plans that are meaningful to the learner

WITHIN THIS CONTEXT



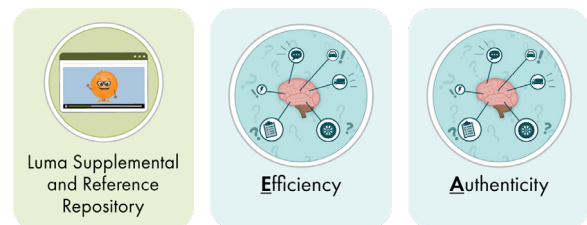
Scoop #46



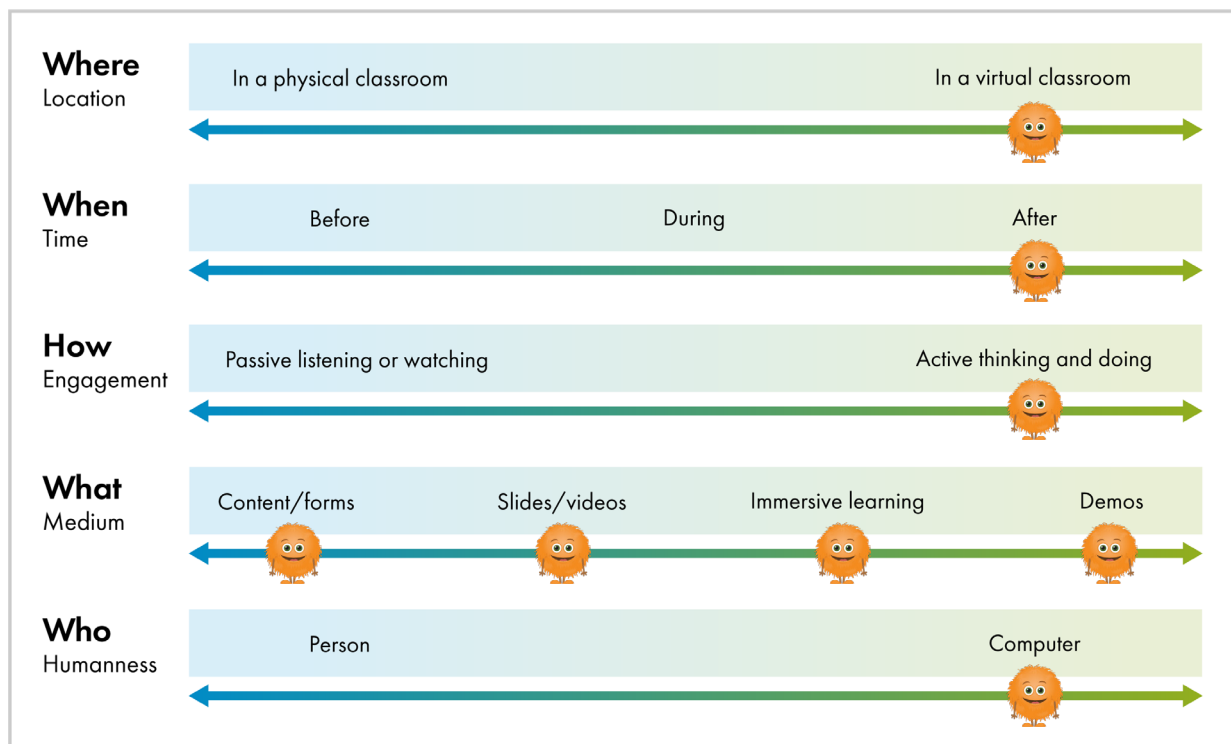
Create a library that is open and accessible at any time. Learners can visit this library to explore topics they are interested in, and they can leave feedback indicating what they want to learn more about.

BENEFITS

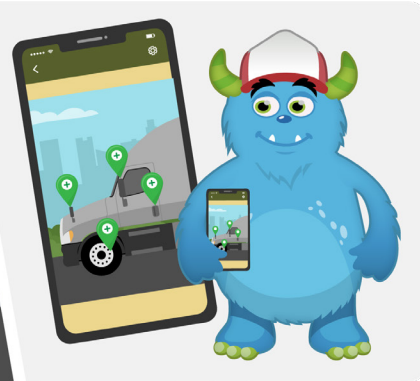
- Gives learners 24/7 access to content they want to learn
- Increases learners' motivation to engage with the content



WITHIN THIS CONTEXT



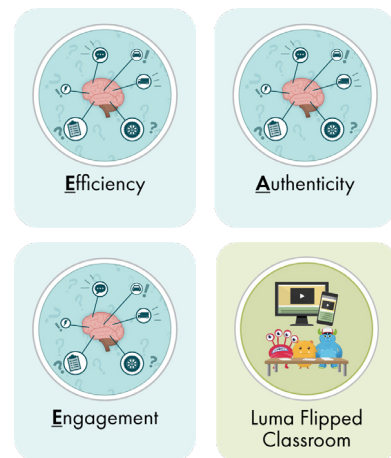
Scoop #47



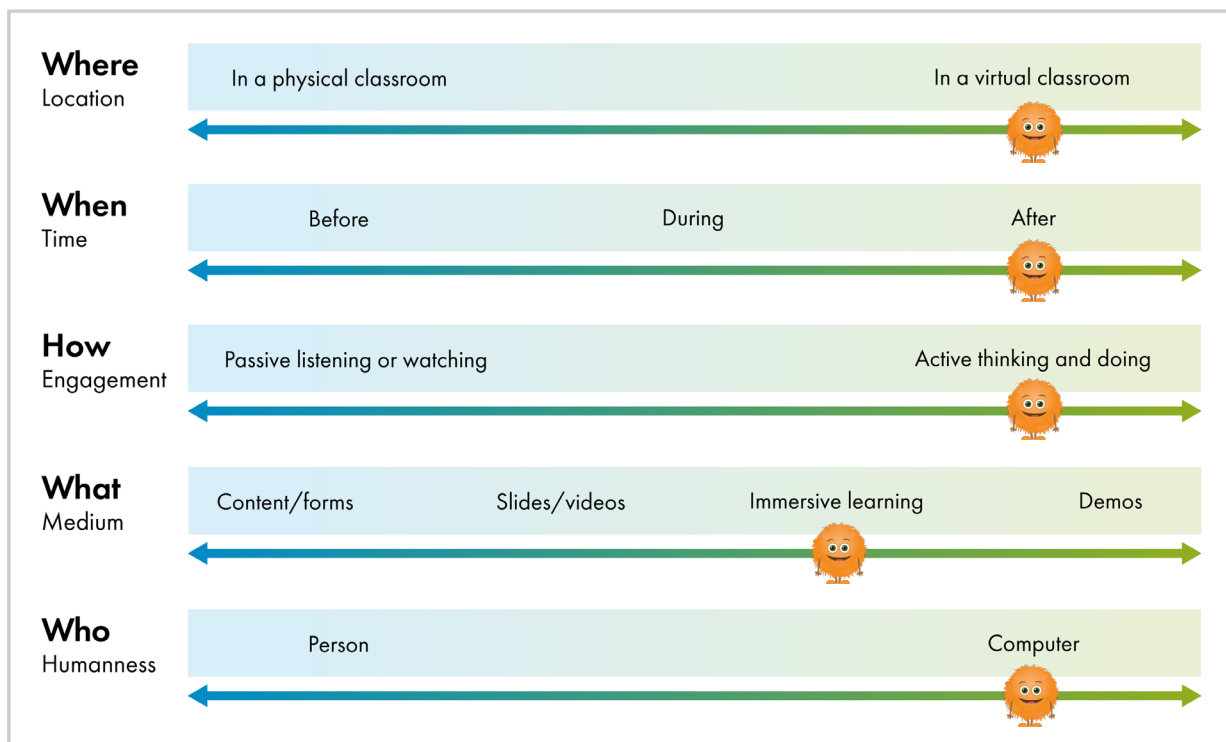
Use online real-life walk-throughs through immersive learning to reinforce important concepts that have been shown in person.

BENEFITS

- Reaches multiple learning preferences by doing a demo in person followed by reinforcement online
- Provides flexibility to do the in-person demo before the online immersive experience or vice versa
- Allows learners to move at their own pace through the online immersive experience



WITHIN THIS CONTEXT



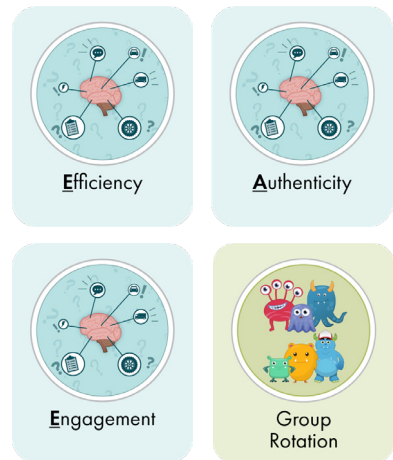
Scoop #48



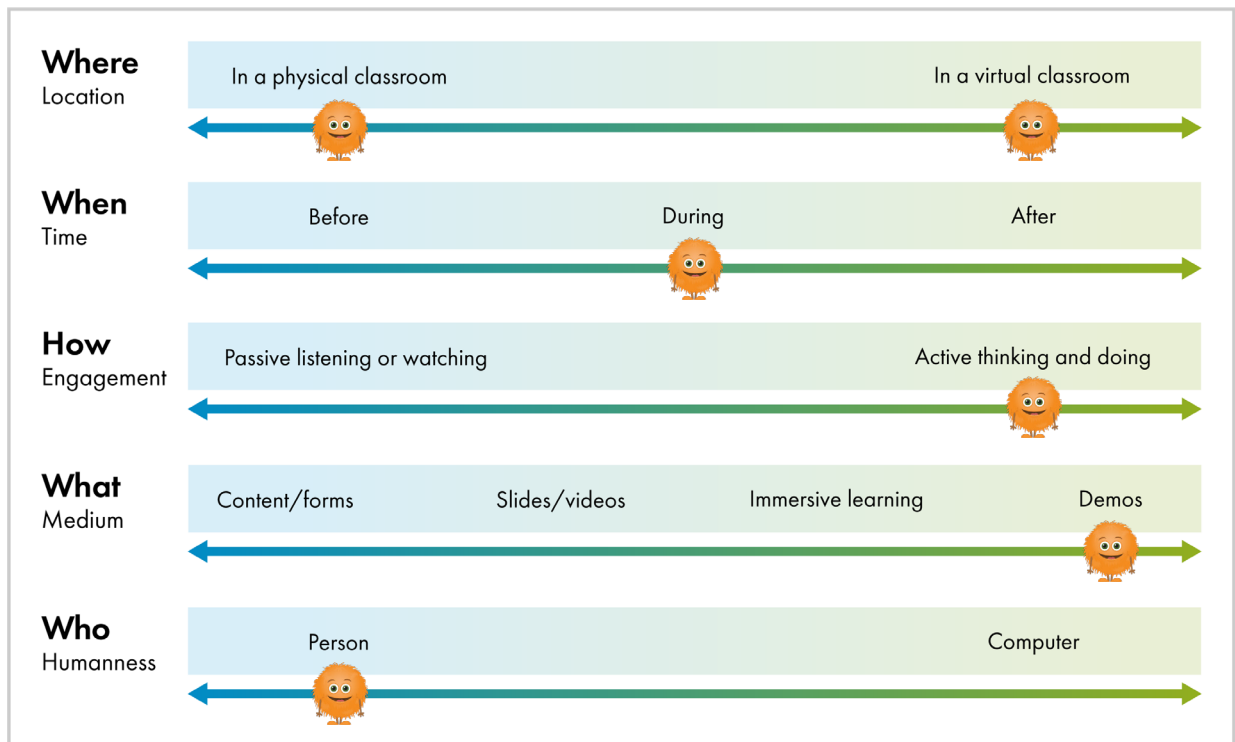
Groups meet to observe an in-person or online demo given by a group member. With each lesson, the group can switch location, concept, and the member instructing. After the demo, post a handout with the steps shown that learners can access online through a learning management system.

BENEFITS

- Reinforces key concepts
- Builds confidence in learners
- Creates a learning community where learning and participation are valued



WITHIN THIS CONTEXT

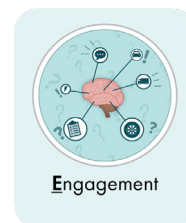


Scoop #49

TOPIC	EXPERT
Pre-Trip Inspection	<i>Nugget</i>
Air Disc Brakes	<i>Widget</i>
Fuel Efficiency	<i>Brush</i>
Manual Pallet Jacks	<i>Pebbles</i>

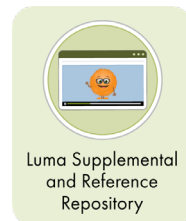


Invite learners to submit a topic that they want to learn more about. After learners review the list, have each learner select a topic in an area in which they are an expert. Then, have each learner create a lesson on their chosen topic to share with the group. In safety meetings, pick one topic a month, and have an expert learner share the lesson they have created.

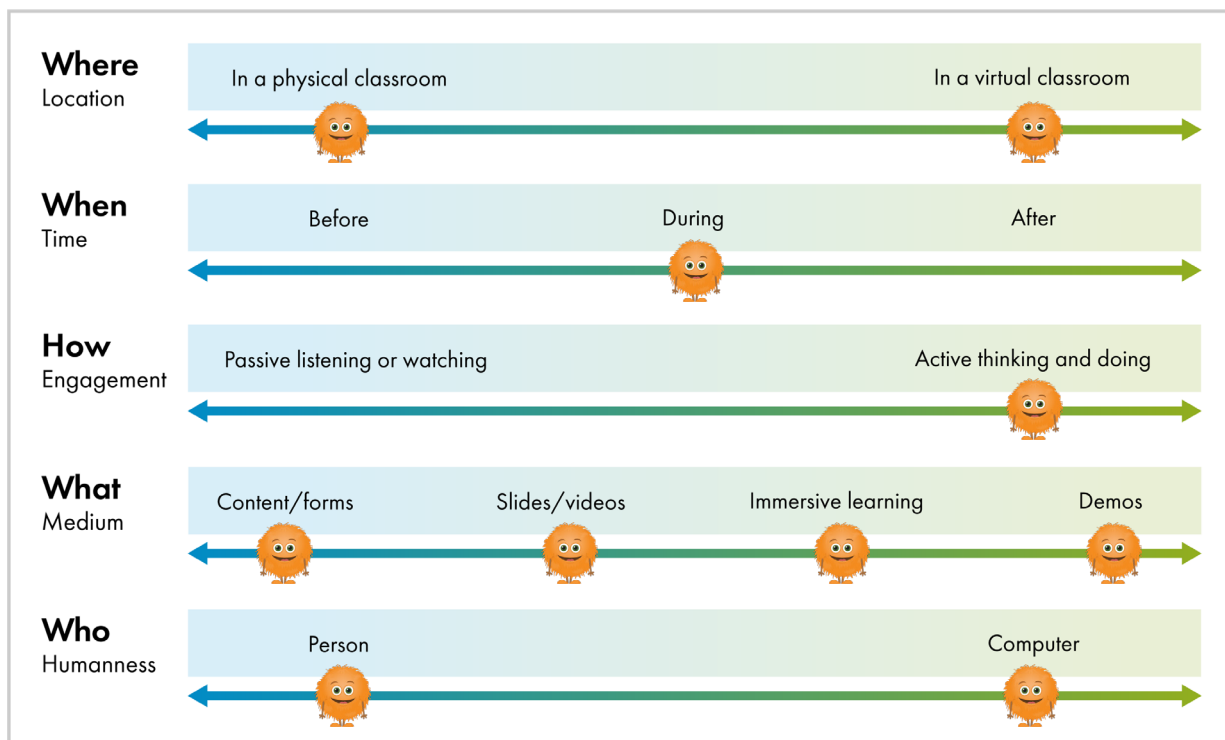


BENEFITS

- Provides ownership of learning
- Allows learners to have a stake in their learning process
- Gives learners the opportunity to share knowledge and mentor others



WITHIN THIS CONTEXT



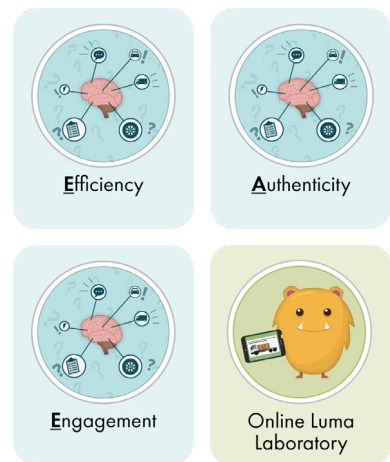
Scoop #50



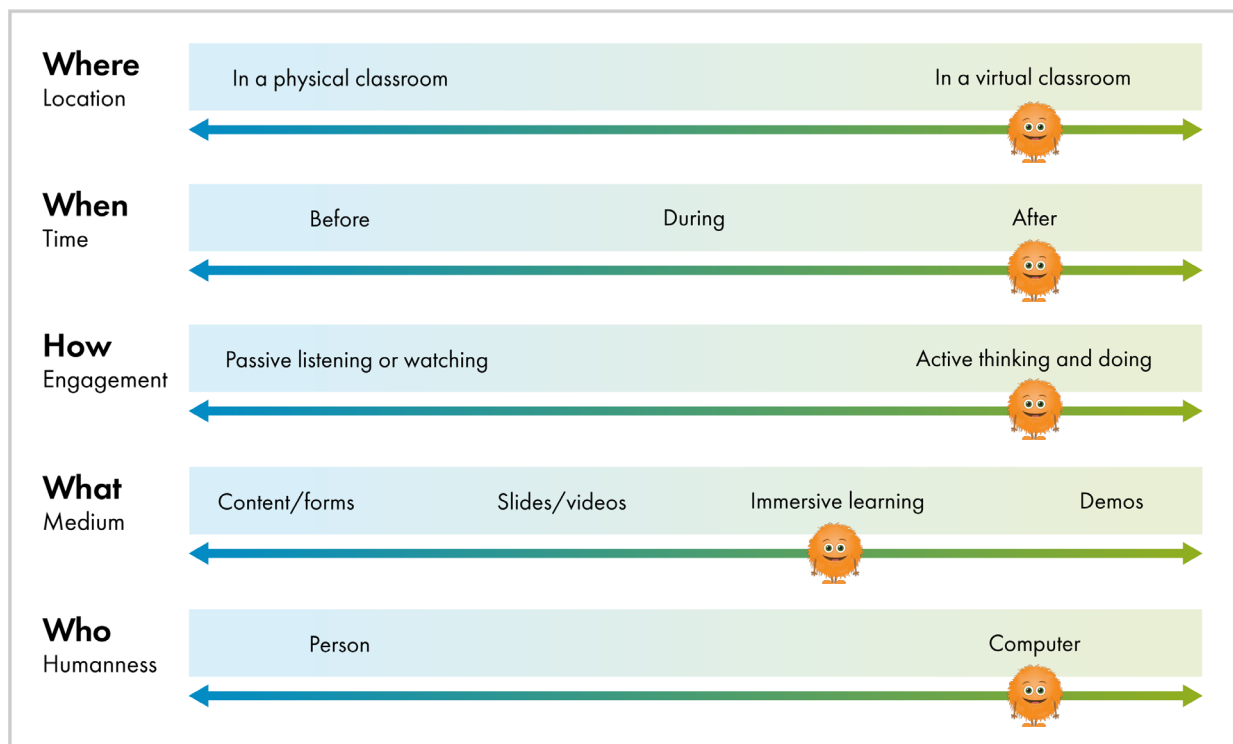
Take photos of areas of your parking lots where accidents frequently occur, and use Luma's Immersion tool to highlight these hazardous areas in a virtual walk-through. Include assessments to test your learners' knowledge.

BENEFITS

- Reinforces concepts in a way that is applicable to real-life scenarios
- Provides opportunities for learners to learn at their own pace, on their own time



WITHIN THIS CONTEXT



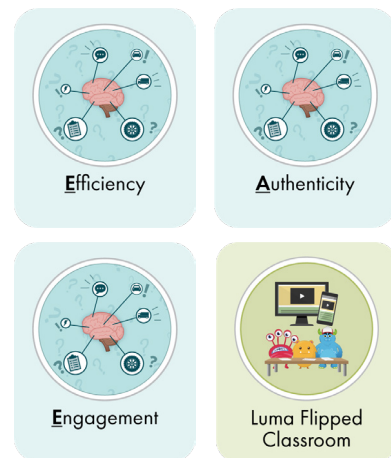
Scoop #51



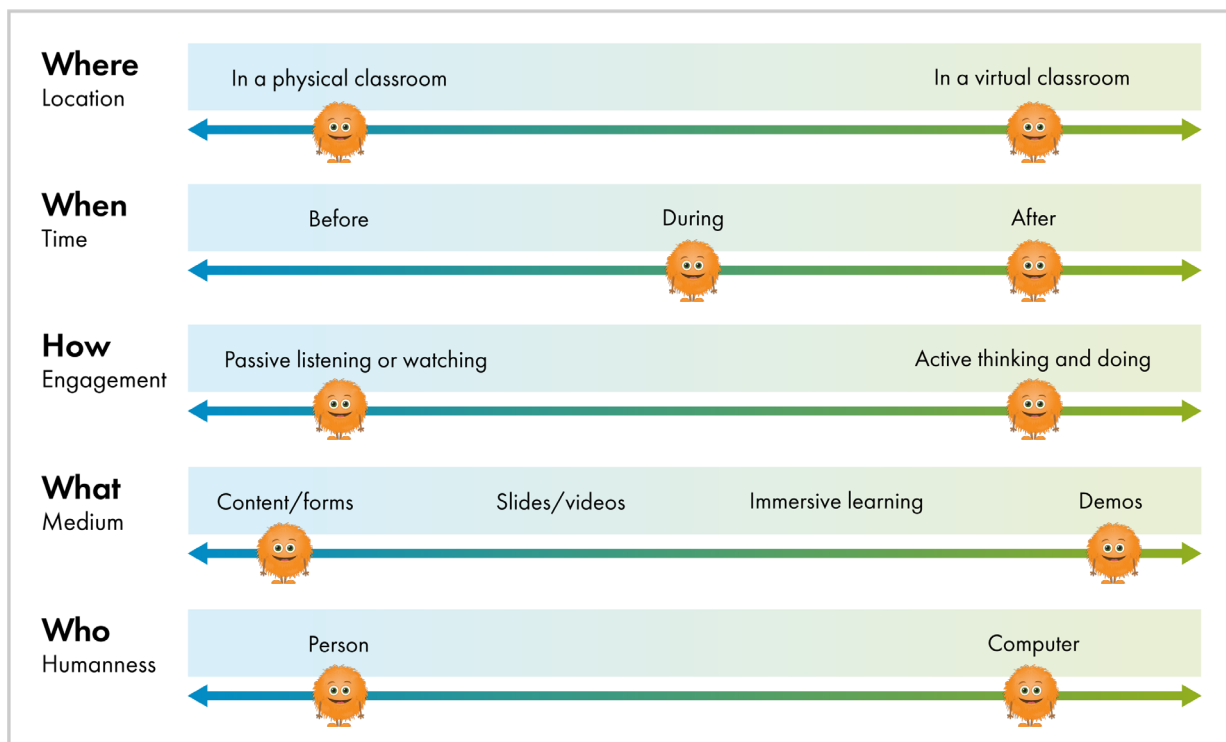
Use a just-in-time online live session to introduce a safety topic by showing a dashcam video. After class, host an online discussion where learners can share their experiences and identify how they will be part of the safety culture by engaging in best company practices.

BENEFITS

- Differentiates learning by providing engagement both in real time and during the time that works for the learner
- Increases participation by including divergent questions that are meaningful to the learner



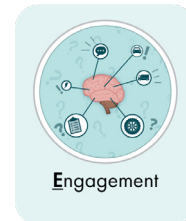
WITHIN THIS CONTEXT



Scoop #52



At the end of the day, we are all stakeholders in the learning process. We have to actively engage the learner in their own learning. Start and end each session with a conversation by asking reflective questions to involve them in their learning. Communicate how important they are to the safety culture, and invite them into the learning process. Use example questions such as:



What would you like to learn about this topic?

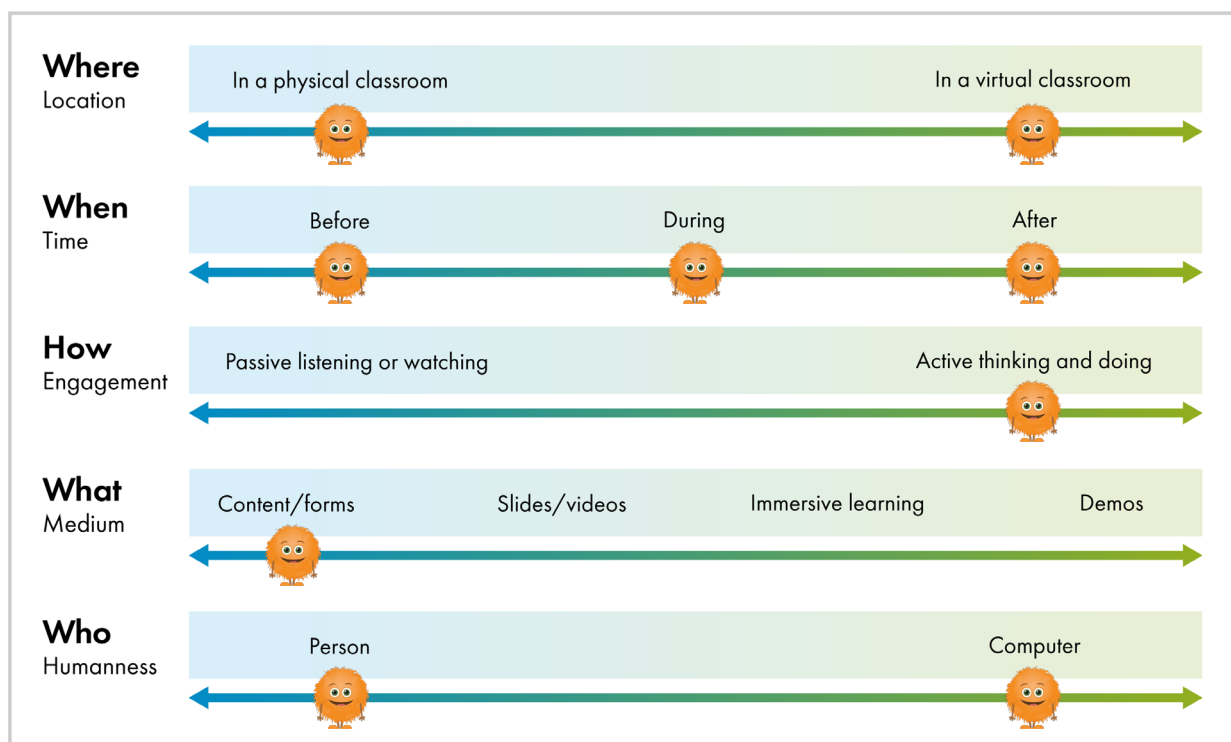
What did you learn today that you did not know before?

What support do you need from me to help you learn?

BENEFITS

- Builds a community of learners who have a stake in their own learning
- Invites learners to become active participants in the learning process

WITHIN THIS CONTEXT



References

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Scoop #8



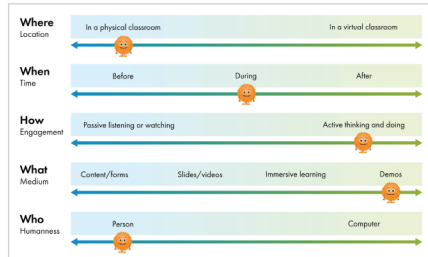
In-person time is spent doing tasks that cannot be done online, like picking up keys or meeting in person. Road tests for truck drivers is another practical example of how to use in-person learning time.

BENEFITS

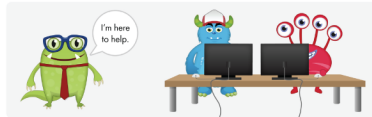
- Makes in-person learning time meaningful and authentic
- Builds an authentic connection with the learner



WITHIN THIS CONTEXT



Scoop #23



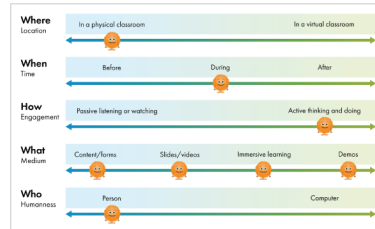
The trainer oversees work completed on Luma's platform in person.

BENEFITS

- Allows trainer to provide on-the-spot remediation and support
- Allows trainer to monitor learner engagement



WITHIN THIS CONTEXT



Scoop #44



Establish relevancy by explicitly stating the relationship between the current lesson and previous related lessons by saying how current learning builds on prior knowledge or how this learning will be necessary to understand future content.

BENEFITS

- Bridges the connection between past, present, and future learning
- Increases learners' motivation to engage with the content



WITHIN THIS CONTEXT

