

# Understanding the Right at Home Approach to Learning

HOMEIMPROVEMENT

TWENTY  
TWENTY

**TWO ONE**

BRAND  
PURPOSE  
MISSION



# Learning Objectives

After today's session, learners will be able to:

- Explain why training is an investment
- Describe the role a manager plays in the learner's transfer of training
- Explain the 70/20/10 Learning Model and its value
- Identify learning styles and locate a simple way to determine styles



# Training is an Investment

# Investment Value



Hours of onboarding training

Hours of ongoing training

Your agency's increased revenue per caregiver

# Learning Matters to Employees



“**94%** of employees would stay with a company longer if they felt their learning and development was encouraged.”

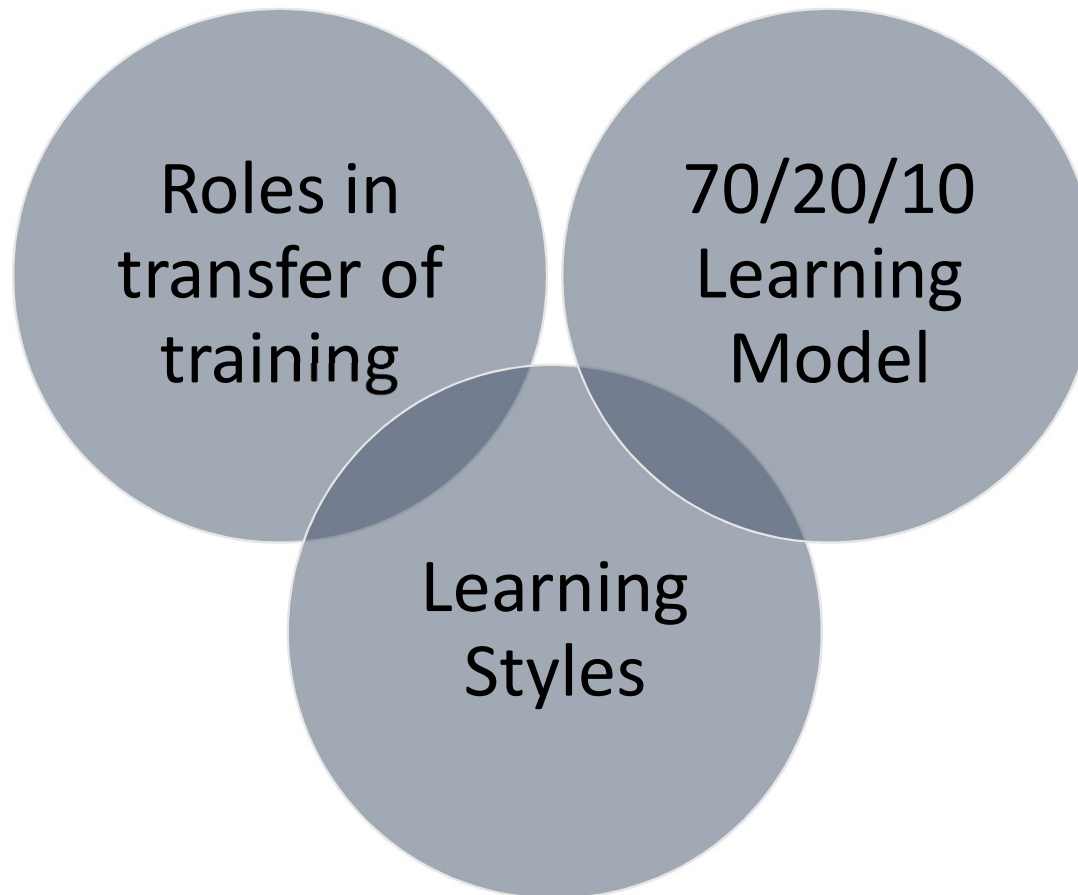
# Your First 30 Days on a Job



Think about the last time  
you started a new job.

*How did you feel on your first day?*

# Key Components to Learning Approach





# Transfer of Training

Role	Before	During	After
Learner's Manager			
Trainer			
Learner			

Based on *Transfer of Training* by Mary L. Broad and John W. Newstrom

# Transfer of Training

Role	Before	During	After
Learner's Manager	1 Convey the value of training to learner	8 Create a climate that supports the learning	3 Reinforce training concepts and skills
Trainer	2 Relate training to the learner's needs	4 Create a climate conducive to learning	9 As appropriate, follow up with support and refreshers
Learner	7 Prepare to benefit from training as an opportunity to improve	5 Create a climate conducive to learning	6 Commit to use the training and seek help as needed

Based on *Transfer of Training* by Mary L. Broad and John W. Newstrom

# 70/20/10 Learning Model

70%

- From real life and on-the-job experience, tasks and problem-solving

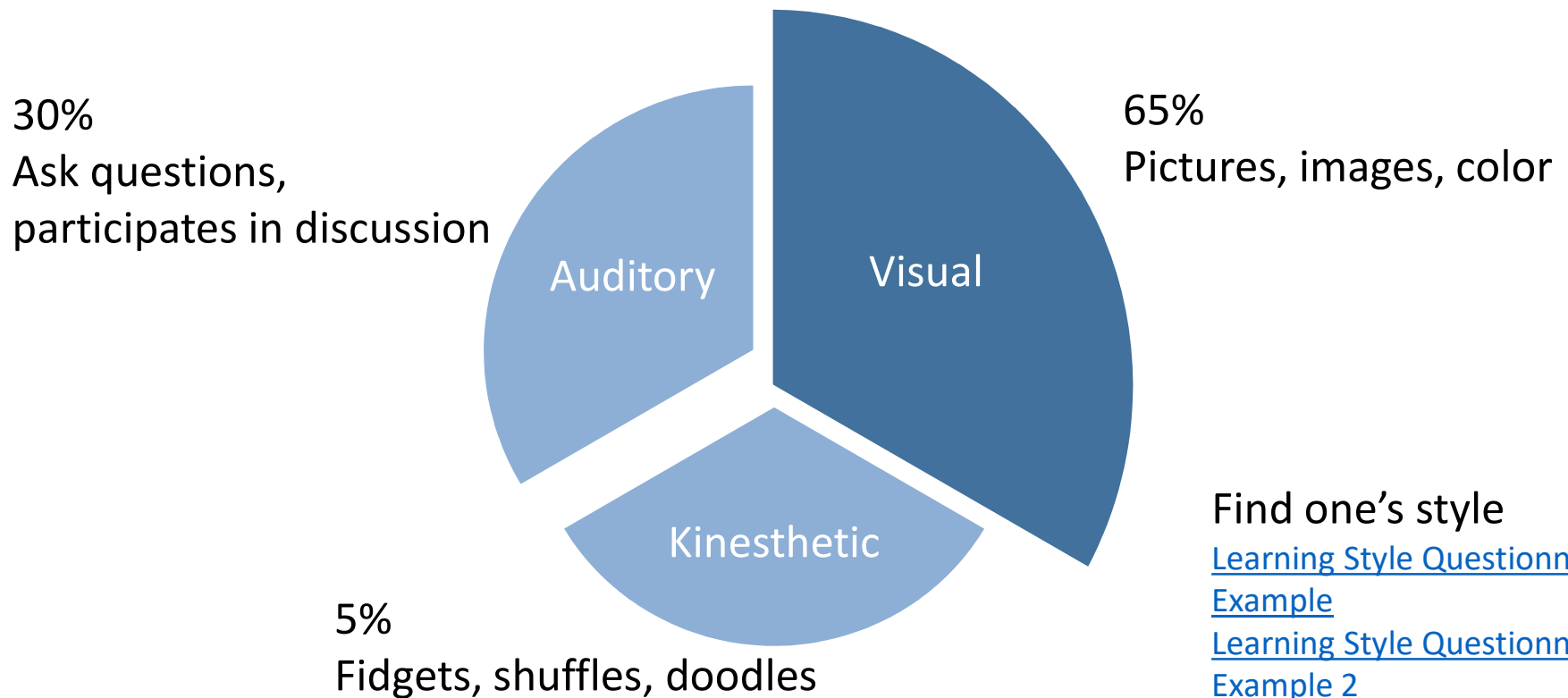
20%

- From feedback, observing and working with role models

10%

- From formal training

# Identify Your Employees' Learning Style



Find one's style

[Learning Style Questionnaire Example](#)

[Example](#)

[Learning Style Questionnaire Example 2](#)

[Example 2](#)

# Learning Tips

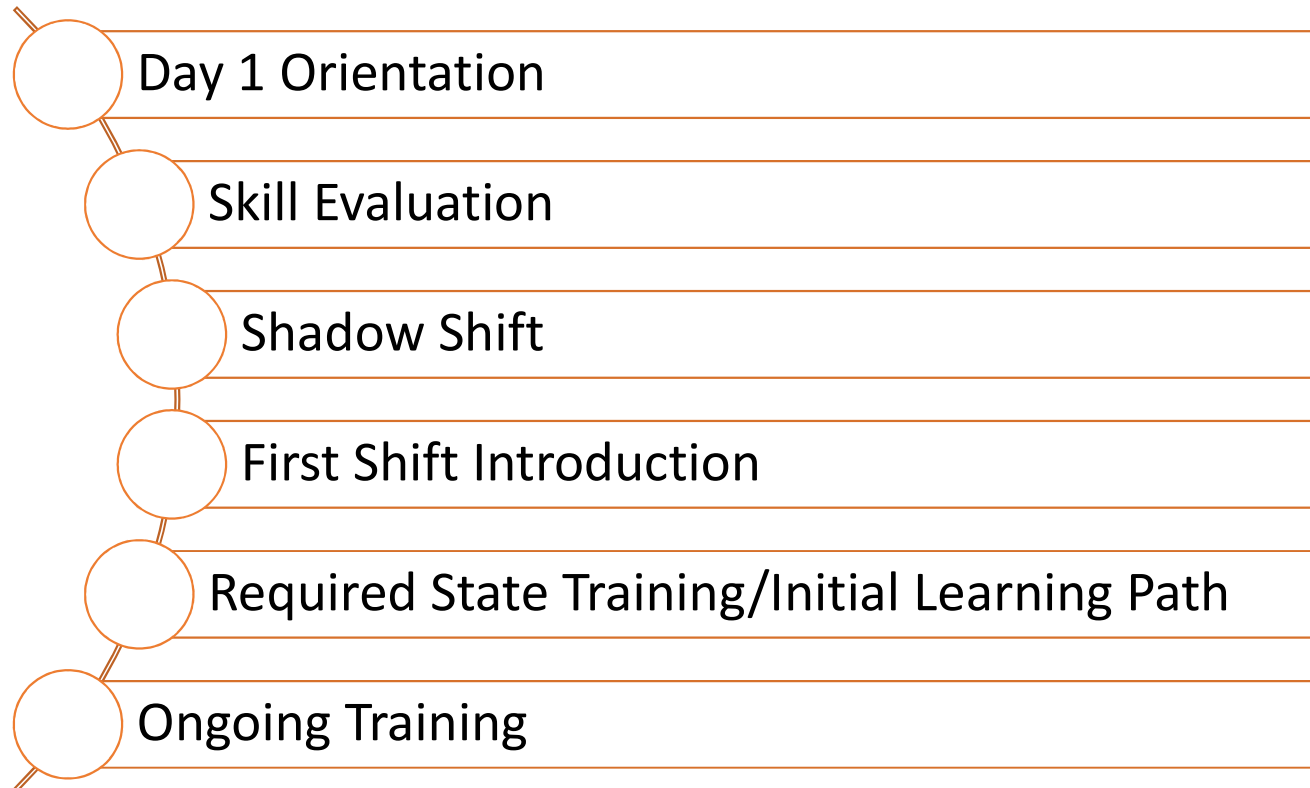
## Learning Plans

- Include working with a mentor or supervisor to see skills in action
- Regular supervisor visits with immediate feedback
- Include hands on practice in the classroom
- Manager should set the stage and reinforce pre/post online learning
- Consider learning style when meeting with staff on their learning needs

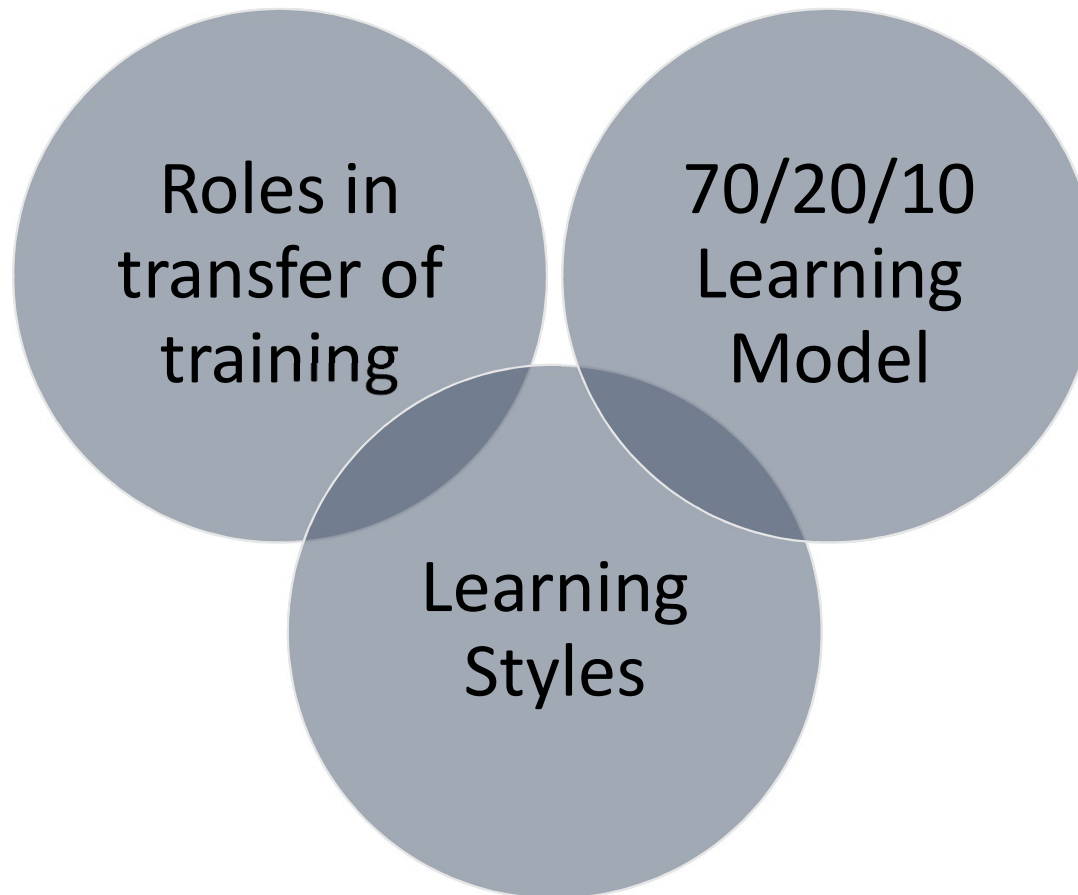
## Classroom

- Share information via powerpoint, posters or whiteboard
- Allow note taking, writing, drawing
- Utilize activities with discussion, movement, etc.
- Allow people to stand if they wish
- Play music in the background as appropriate
- Utilize stories for topic reinforcement

# New Caregiver Example



# Key Components to Learning Approach



# Action Planning

Caregiver Training	Action(s)
Day 1 Orientation	
Skill Evaluation	
Shadow Shift	
First Shift Introduction	
Required State Training/Initial Learning Path	
Ongoing Training	



# Training is an Investment

HOMEIMPROVEMENT  
TWENTY TWENTY **TWONE** BRAND  
PURPOSE MISSION

