Session T104
Leveraging Mobile and Video to Scale Effective Learning

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“I don’t divide the world into the weak and the strong, or the successes and the failures. . .
I divide the world into the learners and the nonlearners.”

Benjamin Barber
Wants to be a master cable service technician, because through mastery and demonstration, she sees a clear path to personal and professional growth.
Wants to be a healthcare professional, because through mastery and demonstration, he sees a clear path to personal and professional growth.
Wants to be a teacher, because through mastery and demonstration, he sees a clear path to personal and professional growth.
Wants to be a restaurant manager, because through mastery and demonstration, she sees a clear path to personal and professional growth.
“The transformation of learning is a powerful story, and most organizations are still in the first or second act of this multi-act drama.”

To date, online learning has only addressed two out of the three major learning challenges.

Act One
Accessibility

Act Two
Affordability

Act Three
Efficacy

92% of business leaders think Americans are not as skilled as they need to be.

By 2020 there will be a global shortfall of 85 million high- and middle-skilled workers.
Access to knowledge ≠ effective learning

Knowing is no big deal. In fact, knowing may soon be obsolete.
We know what is effective

- On-the-job training
- Hands-on learning
- Multimedia
- Seminar
- Traditional lecture
- Online learning

% of respondents saying instructional technique is effective
McKinsey Survey, Aug-Sept 2012

"I hear and I forget. I see and I remember. I do and I understand."
We know how it works

Expertise is achieved when learners practice deliberately & receive immediate and specific feedback.
We know the big question

“The billion-dollar question — how to use technology to build fundamental skills and grant a credential of value at the end — remains unanswered.”
We have the answer

1. Frequent Practice
2. Peer Interaction
3. Self Reflection
4. Coaching & Mentoring

Feedback Loop

ApprenNet
Effective, affordable & scalable learning
Barbara Johnson
Submission for Challenging Situation

1. Was the learner friendly and warm?
   - (1) Needs improvement
   - (2) Somewhat
   - (3) Very well

2. Did the learner seem positive and considerate?
   - (1) Needs improvement
   - (2) Somewhat
   - (3) Very well

3. How would you rate this greeting?
   - (1) Poor
   - (2) Below Average
   - (3) Average
   - (4) Above Average
   - (5) Excellent

4. Give Feedback
“ApprenNet is not only my favorite evaluation tool in my courses, but also the easiest, and most enlightening assignment to grade. ApprenNet is a window into the student’s authentic self. It gives me, the instructor, insight into student learning. I have changed my approach to the students based on their feedback about the ApprenNet assignment, and have improved as an educator.”

- Carol Okupniak, Professor, Drexel University College of Nursing and Health Professions

Scaled simulations from 6–7 students per sim lab session to 3,000+ students.

Response to a common video prompt turned a powerful, yet hard to grade session in the simulation lab into a gradable assignment.

Peer review raised the quality of student responses, and prompted self-reflection on their own demonstrations.

Asynchronous expert review allowed instructors to assess the videos in a fraction of the time they spent on lab debriefs.
Teachers that participated in the ApprenNet professional development course demonstrated significantly higher results than a comparable study conducted but the Gates Foundation.

(Efficacy study details)
“The transformation of learning is a powerful story, and most organizations are still in the first or second act of this multi-act drama.”

*Deloitte Global Human Capital Trends 2016*

Which act is your organization in?

- Act One: Accessibility
- Act Two: Affordability
- Act Three: Efficacy
Scale
Effective Learning

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