Breakout Group Themes
(as developed from submitted education and training challenges)

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| Themes | Some example components that might be considered |
| 1. Offering technical/hands on training at a distance | -Requires creative solutions to learning at a distance-E.g., Simulation, local tools-Different needs based on job roles, and evolving job roles |
| 2. Overcoming technical and organizational/practical challenges of online learning | -Partially in infrastructure problem-Considering the use of both asynchronous and synchronous modes -Taking advantage of the benefits of face-to-face time-Also includes impacts to organizational structure and skill requirements, as well as learning schedules and process, such as the transition back to more traditional modes- Strategically utilizing both face to face and online modes for their unique values-Overcoming perceptions that online learning is of lower quality by default  |
| 3. Learning assessment | -Includes challenges of online learning assessment-Also includes reconsidering all forms of assessment to make them more authentic and well-aligned with expected outcomes-Formative and Summative assessment |
| 4. Developing general online teaching skills | Many skills and challenges were mentioned by participants:* Diverse and new teaching team roles
* New resource development skills
* Identifying technologies required
* Technical skills for using new tools
* Access to successful examples to consider as models
* Conversion from existing classroom courses
* Pedagogical needs and options, for both online and classroom
* Time requirements and developing efficiencies, communicating time requirements
* Differences in synchronous and asynchronous online learning
* Development and sharing of model courses
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| 5. Enhancing communication and interaction in online learning | -Includes facilitation and virtual learning environment management-Strategies for ensuring ongoing communications with and between students-Consider diverse needs and preferences for communications-Orienting students to online learning environment and unique characteristics |
| 6. Collaboration in education and training | -Sharing resources-Collaborating on projects-Sharing challenges and solutions-Sharing model courses |
| 7. Training evaluation and demonstrating value, including assessing costs of training | - Training evaluation for continuous improvement-Methods for evaluating impacts of training- Training evaluation for demonstration of value to stakeholders- Knowing true costs and cost benefits of training, as well as benefits of improving service delivery, are critical to demonstrate value |
| 8. Addressing needs of diverse populations | - Includes Needs Assessment elements-Includes interdisciplinary elements-Includes diversity of skill levels and tools and infrastructures-Includes geographical diversity-Gender -Cultural differences-Future professionals |
| 9. Increasing the reach of education and training to more people and audiences | -Includes elements of collaboration-Includes utilization of distance learning-Includes sharing model courses and curricula-Includes sharing resources |
| 10. Addressing new training needs to meet demands of changing professions and international standards | Included needs assessment elements-Includes elements of managing the implementation of innovations |