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 |
| 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 |