drillster

Learning with you

The urgent need to redesign training methods after COVID

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Toughest training challenges after COVID

1. Continuous change
2. Loss of proficiency
3. No budget for new training programs
4. What digital training format or tool to choose?

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Change

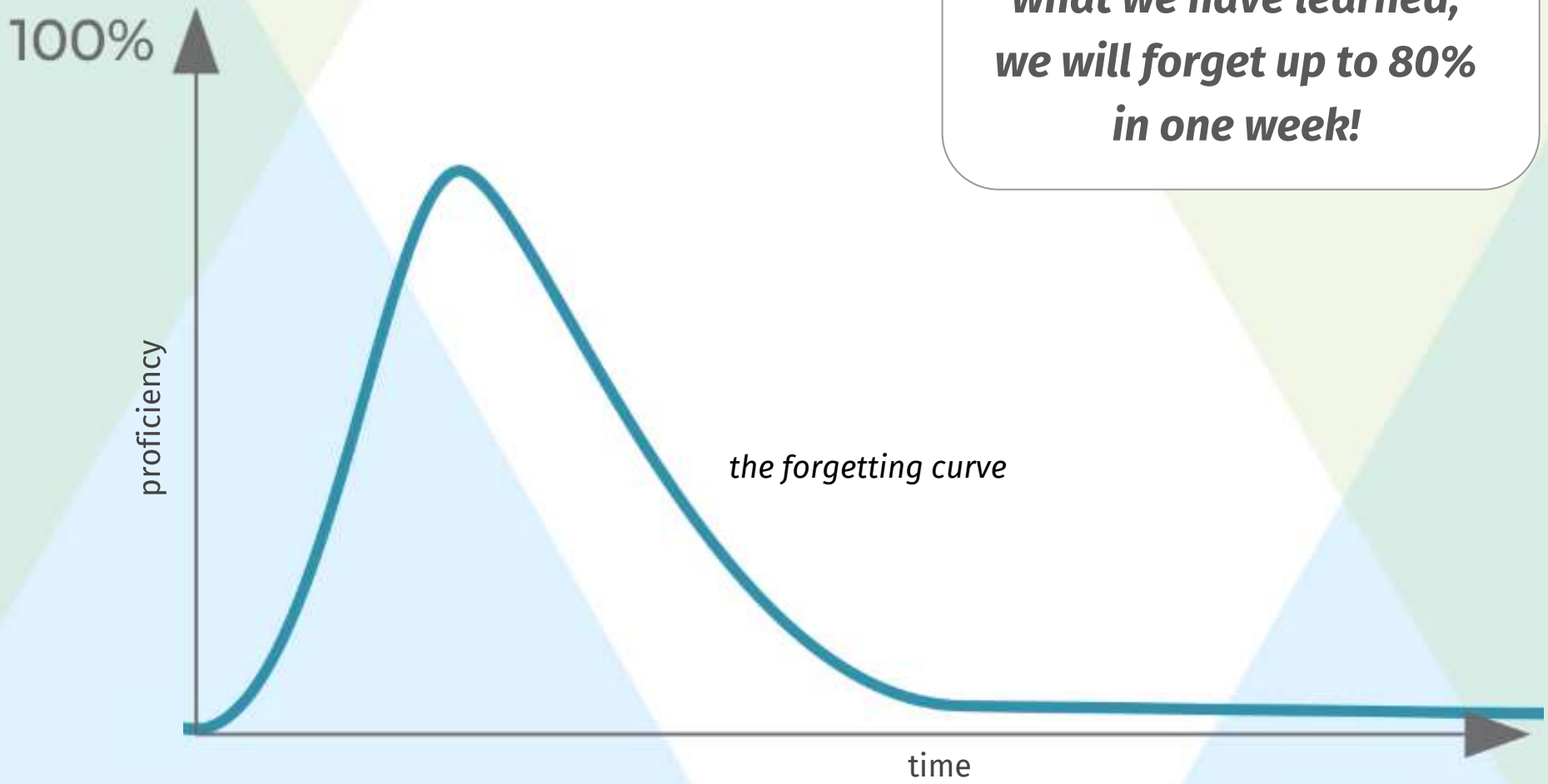
- Continuously changing protocols
- How to unlearn the obsolete?
- How to learn the new?
- How to anchor and retain?
- How to apply the new protocols on the job?
- How to make new knowledge and skills demonstrable?

Change - today

- Information bulletin
- Followed by a test
- Focus on change only, not on the context of the change

- Correctly understood?
- Able to memorize and reproduce?
- Correctly apply it on the job?

If we don't maintain what we have learned, we will forget up to 80% in one week!



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2. **Loss of proficiency**
3. No budget for new training programs
4. What digital training format or tool to choose?

Loss of proficiency

- Feeling ‘rusty’
- Ability to react quickly, but not reliably
- Significant increase in mishaps during COVID

Proficiency - today

- Etc.
- Simulator
- Fire training
- Door trainer
- Face-to-face training
- E-learning
- Instructional videos
- Manuals

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3. **No budget for new training programs**
4. What digital training format or tool to choose?

Not a different way of learning !

No budget

- Need to redesign training + no budget = innovation
- Learning is not just a cost
- Calculate ROI:
  - Shorter onboarding time
  - Less workplace incidents & accidents
  - Less absence time
  - Less non-conformity fines
  - Etc.
- This is the time to talk with regulators and authorities

Toughest training challenges after COVID

1. Continuous change
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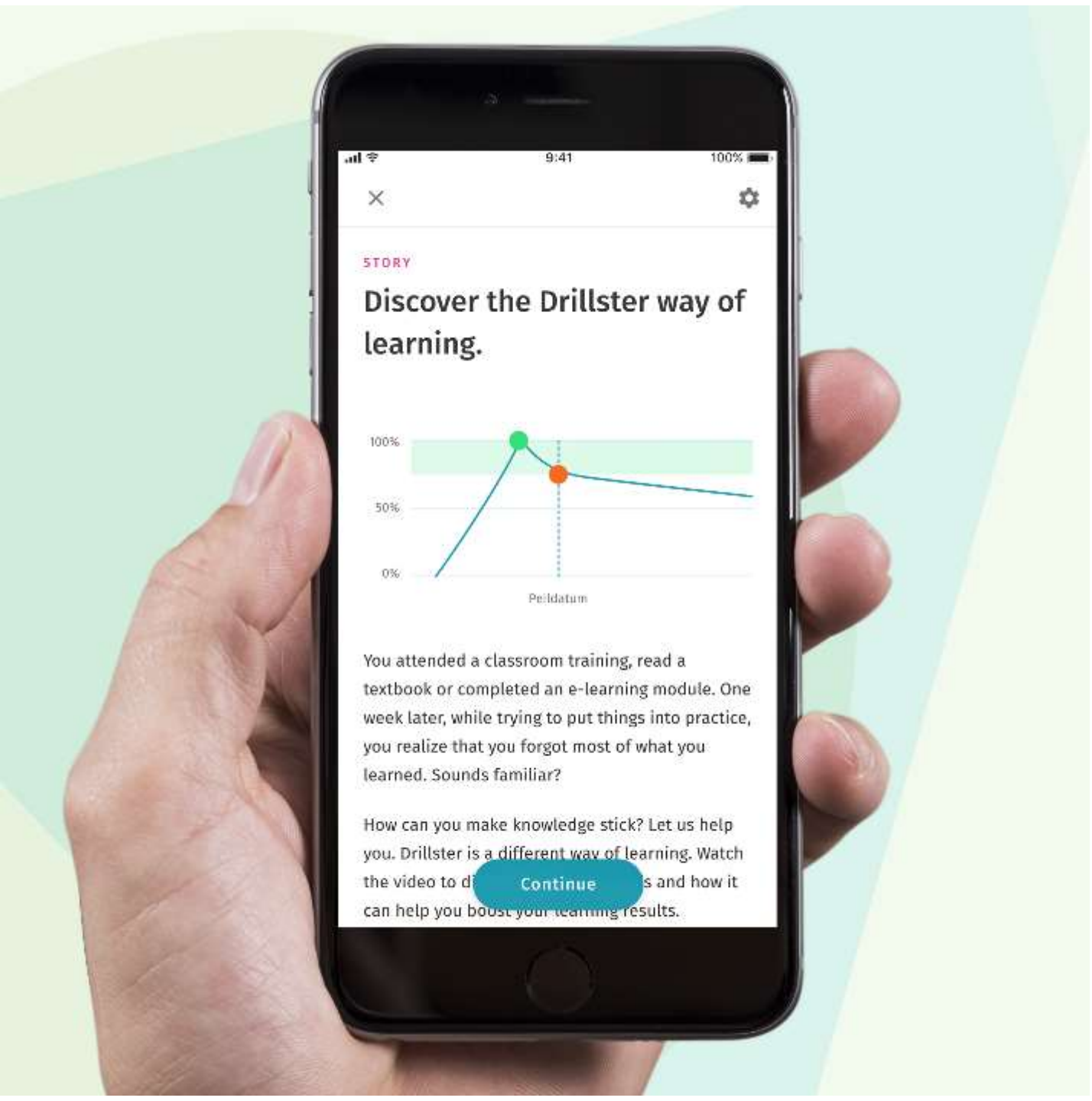
3. No budget for new training programs
4. **What digital training format or tool to choose?**

Rethink ~~training~~ learning

- Training = learning
- Not once a year, but a continuous process
- From passive to interactive learning

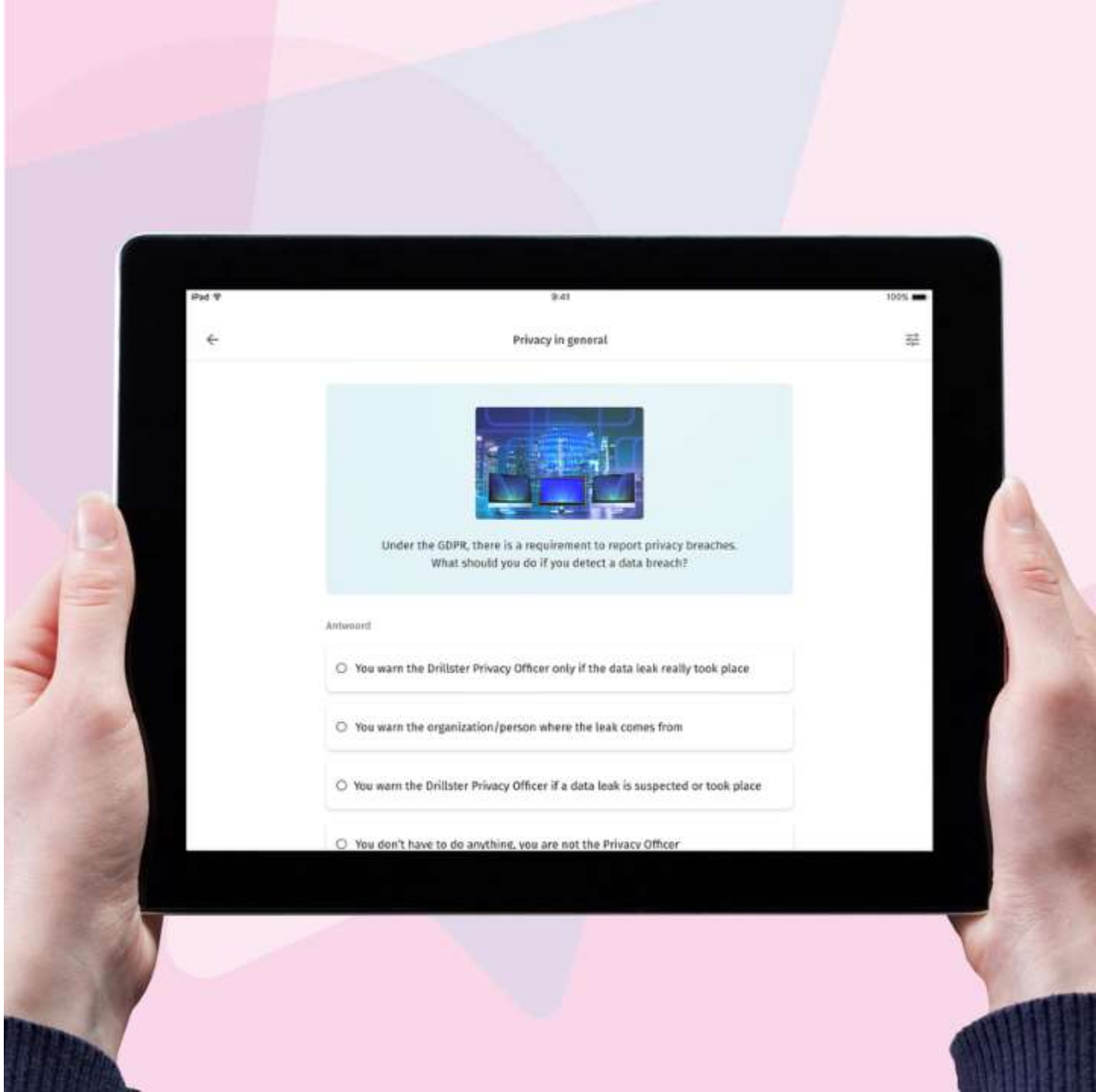
Adaptive learning

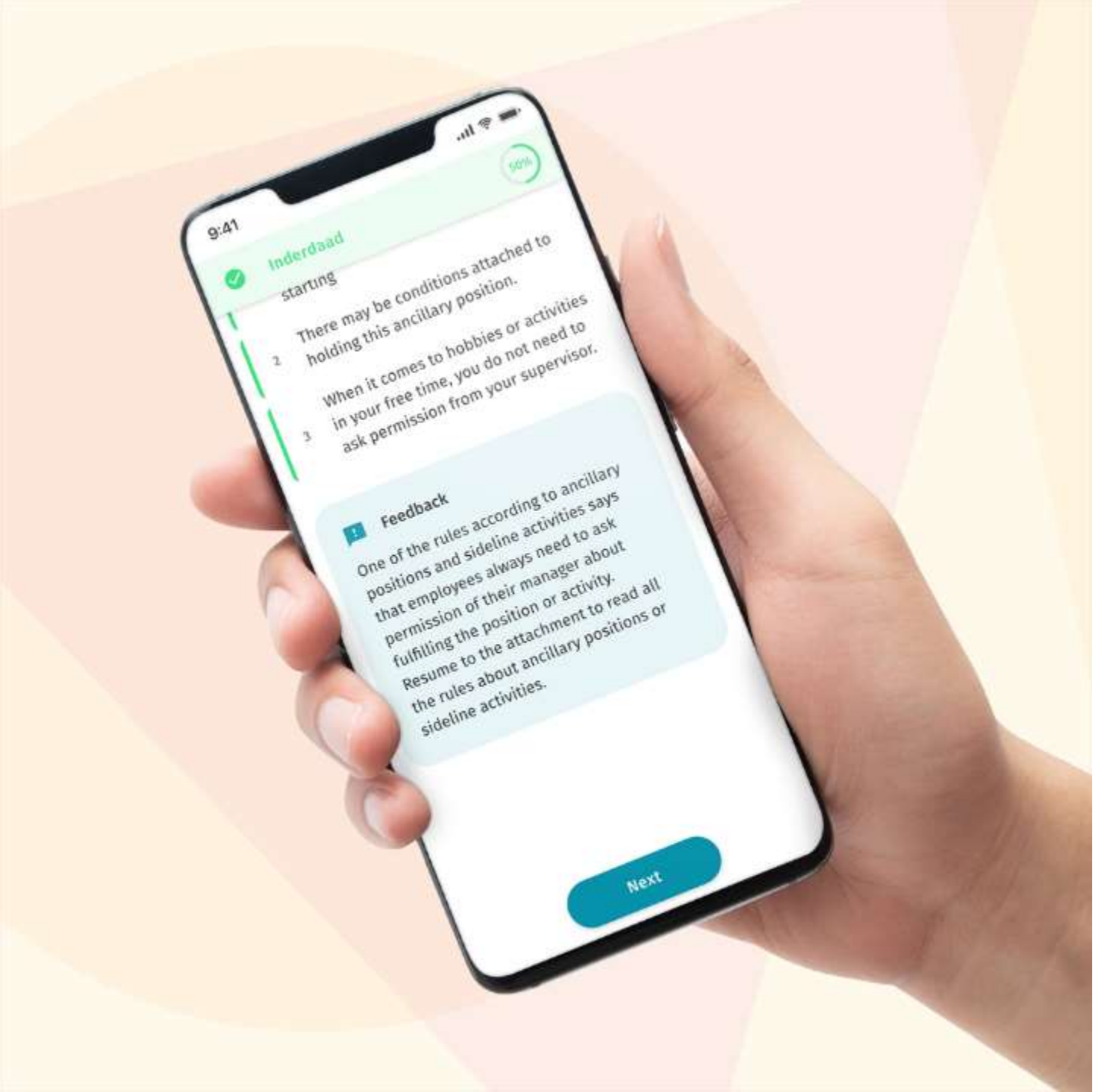


Information is presented in small chunks

Assessment-based learning

- Learning through questions, problems, scenarios, cases or dilemmas.
- Learning is more powerful and durable when it’s effortful.



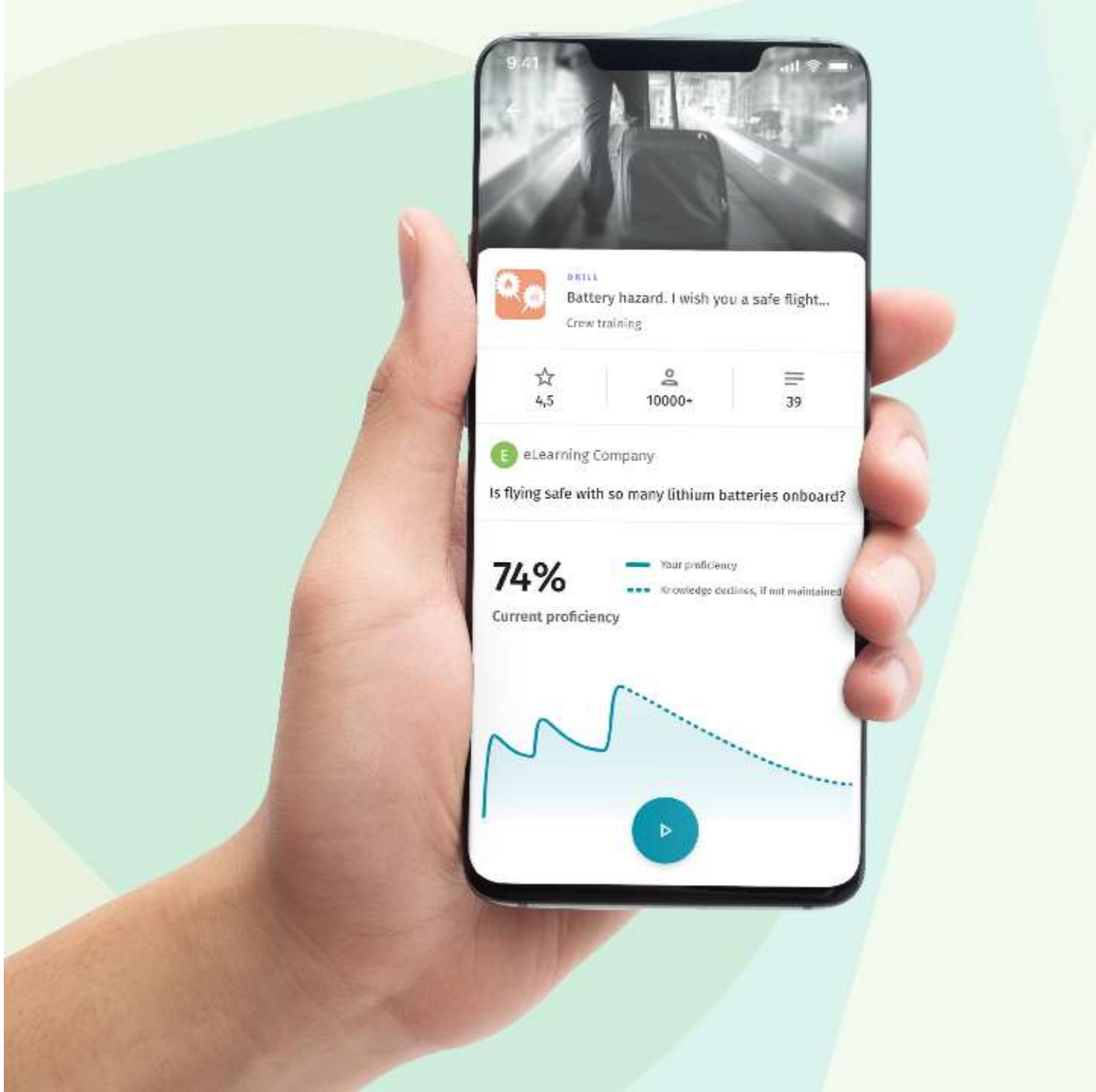


Immediate feedback

- Immediate remedial information after each question enhances the learning effect.
- Microlearning: feedback needs to be precise and to-the point.

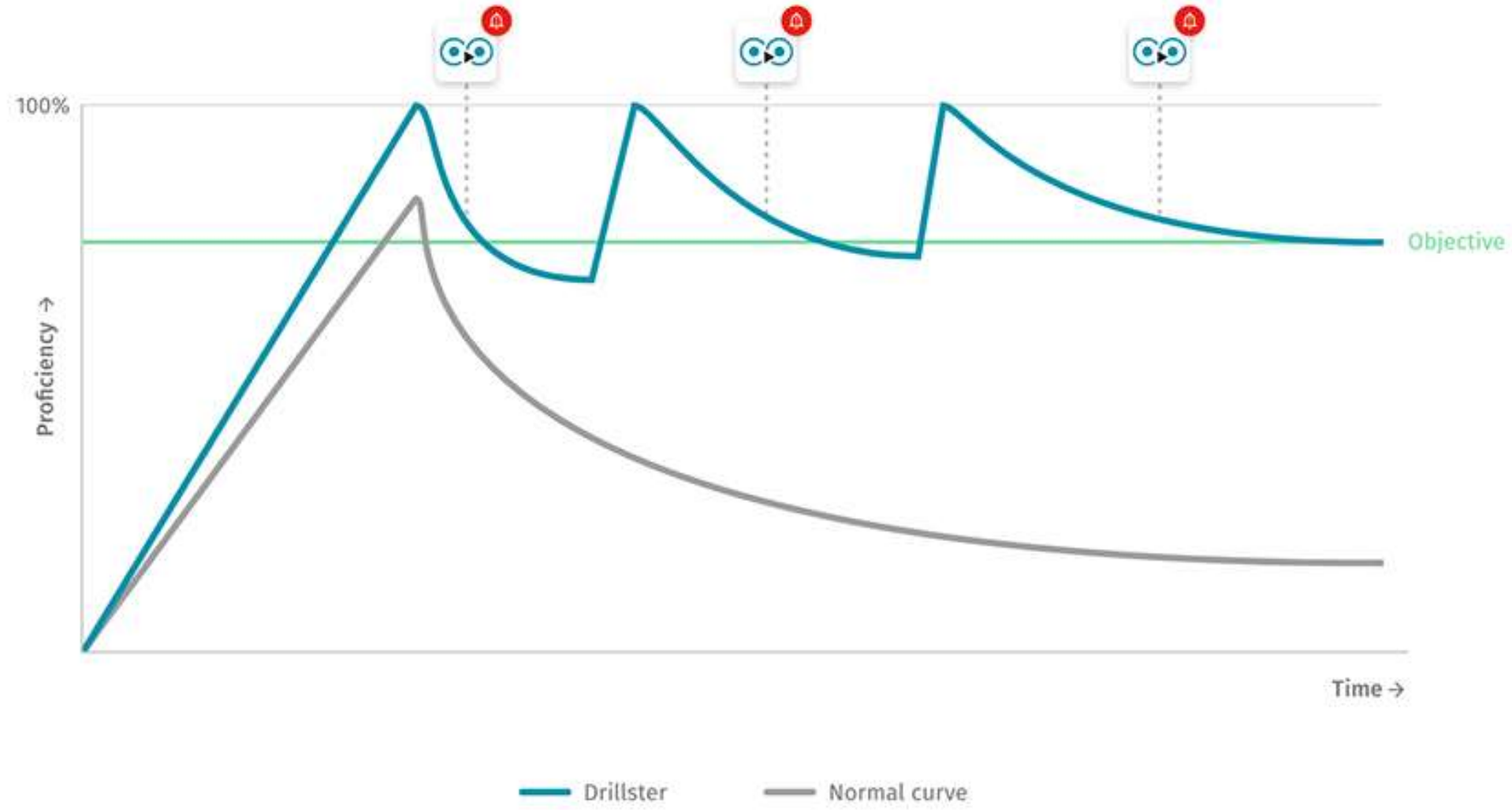
Smart repetition

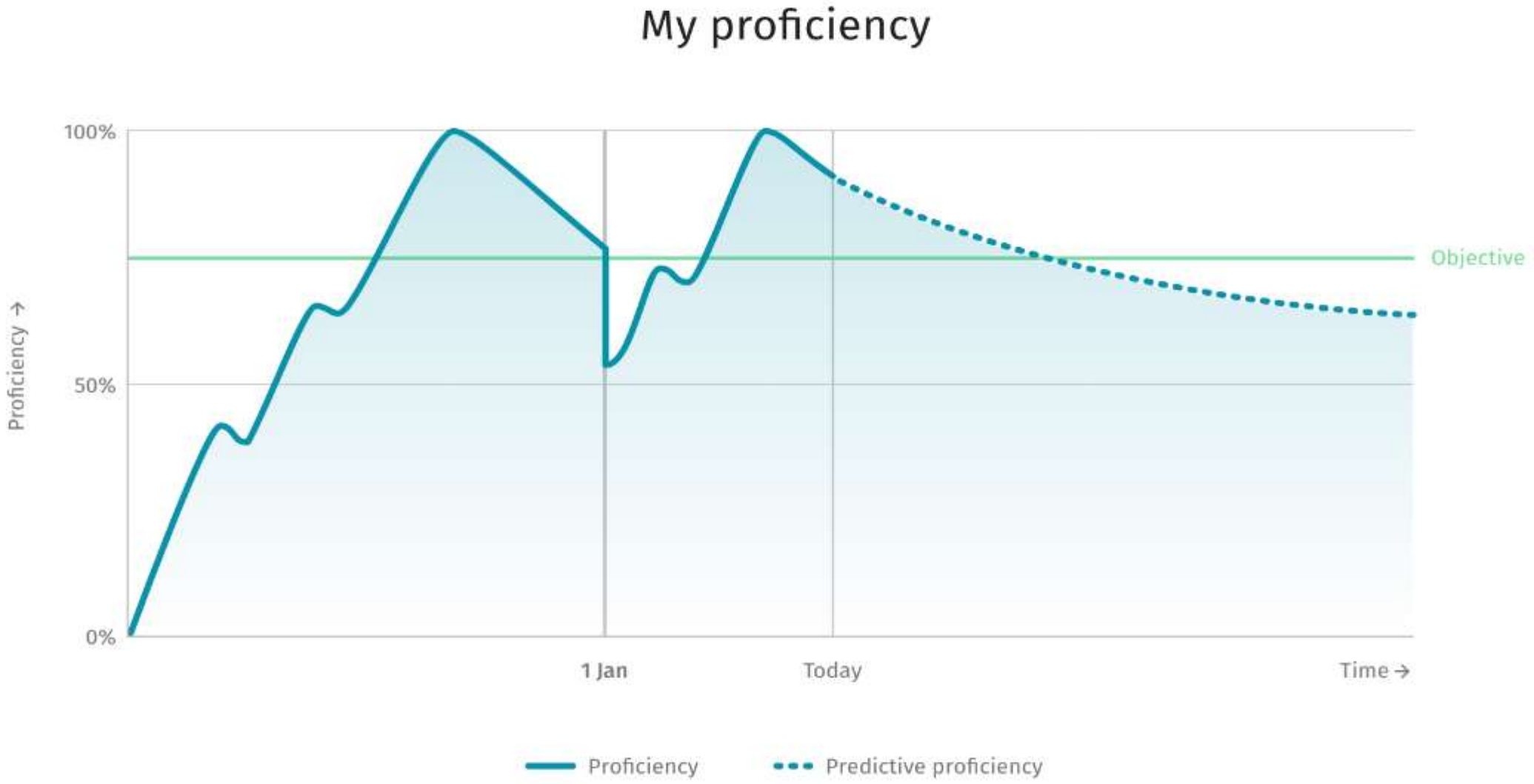
- The elements that you do not yet fully master, are repeated more frequently.
- Reinforcement
- Spaced repetition: increasing intervals between repetition of (similar) question.
- Automatic focus on the development areas of each individual learner.



Anchoring and retention

- The Drillster app calculates how and when your knowledge declines if not maintained.
- A notification triggers the crew member to brush up on the knowledge and skills.


100%
Proficiency →
Objective
Time →
Drillster
Normal curve


My proficiency
100%
50%
0%
Proficiency →
Objective
1 Jan
Today
Time →
Proficiency
Predictive proficiency

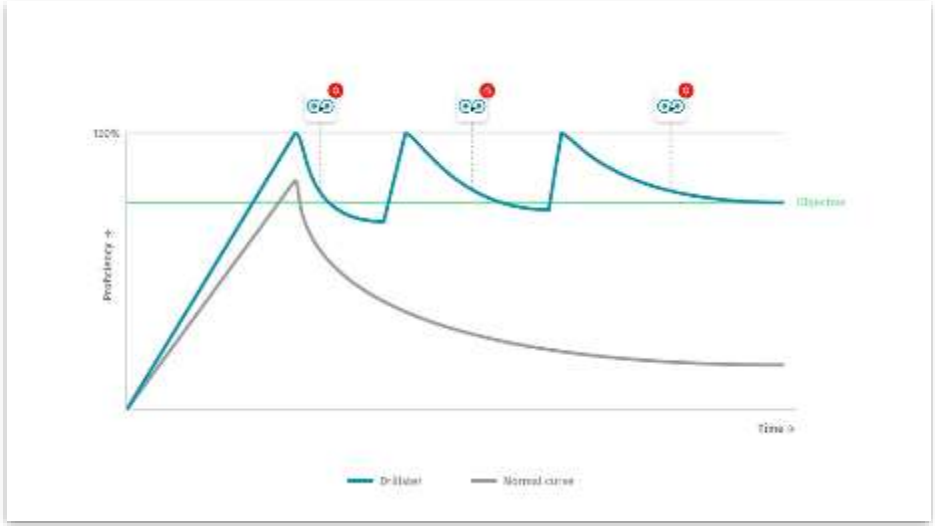
Impact

- > 40 study time savings
- Easy way to inform, develop and anchor change
- Retention: fights the loss of proficiency
- Less incidents and accidents
- Less work incidents related to absence time of staff

Cost savings airlines

- Pre-flight safety briefing no longer needed
- Replace the yearly recurrent prof check
- Less fines for non-conformity

Significant cost savings



Let’s talk !

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