

HOW DO YOU MOVE FROM ASSESSMENT OF AN HOURS-BASED TRAINING COURSE TO A CBTA FRAMEWORK?

TIMING IS EVERYTHING

TREVOR DALE FRAES MCIEHF



WHAT IS THE PROBLEM?

Mandated hours

Only short-term recall is tested

Reaction to Startle

Confidence in knowledge and performance under stress

THE NEUROSCIENCE OF LEARNING

Current paradigm

- teaching to the short-term memory (memory degradation)
- testing short-term recall
- competency not ensured

Required learning paradigm

- teaching to the long-term memory
- testing knowledge retained
 - = proven competency

Ebbinghaus Forgetting Curve



THE CBTA LEARNING BLEND

- Time Sequenced Learning (TSL) can be used to embed knowledge quickly, anytime and anywhere.
- The classroom become application/understanding focused
- Simulation allows for rehearsal, the embedding of behaviour and for formation of 'muscle memory'
 - building block strategy
- Total learning time reduced by 25-50%

ASSESSING CBT

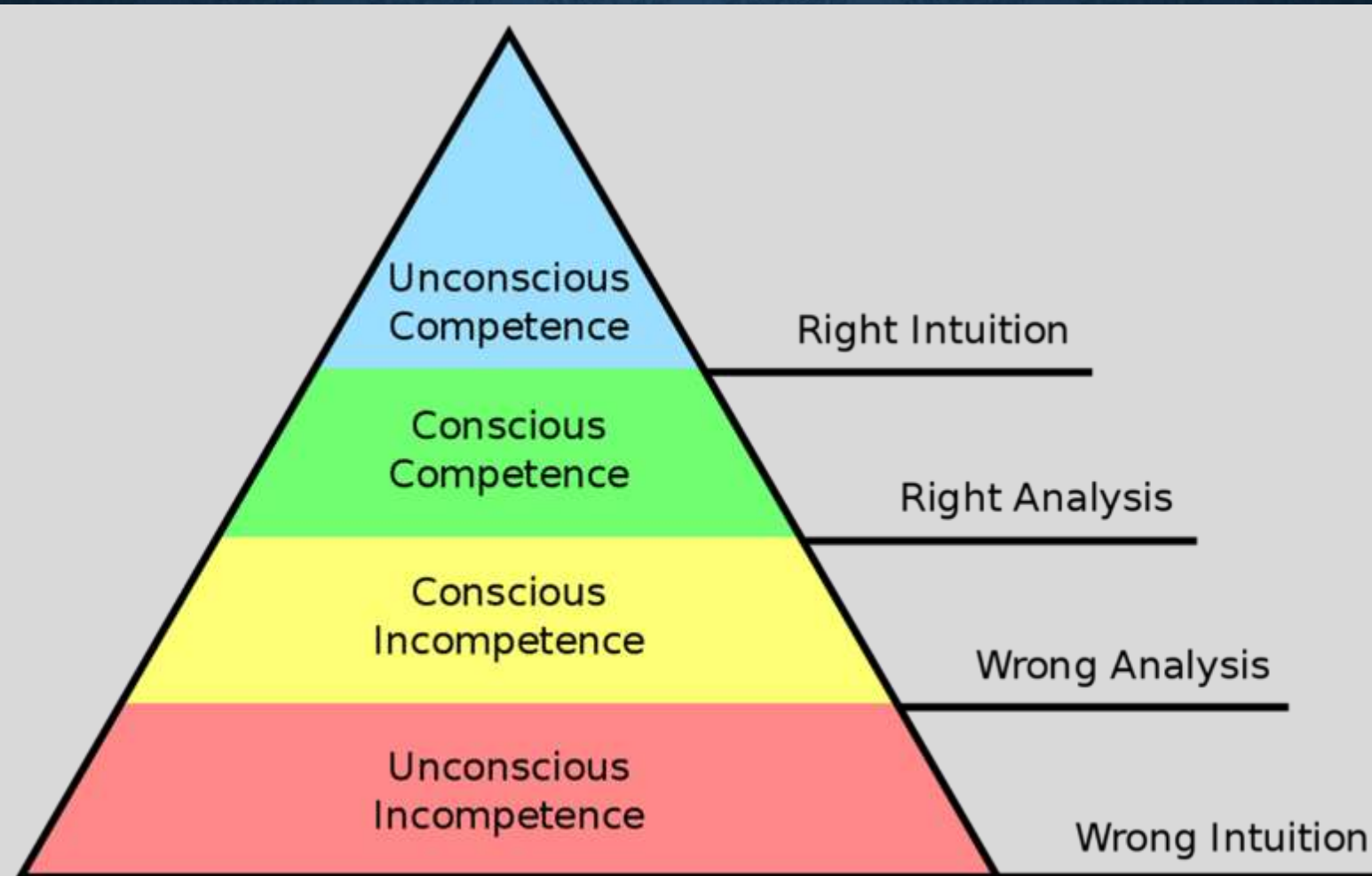
The written test will still be needed

- skill/behaviour testing will not cover all required knowledge

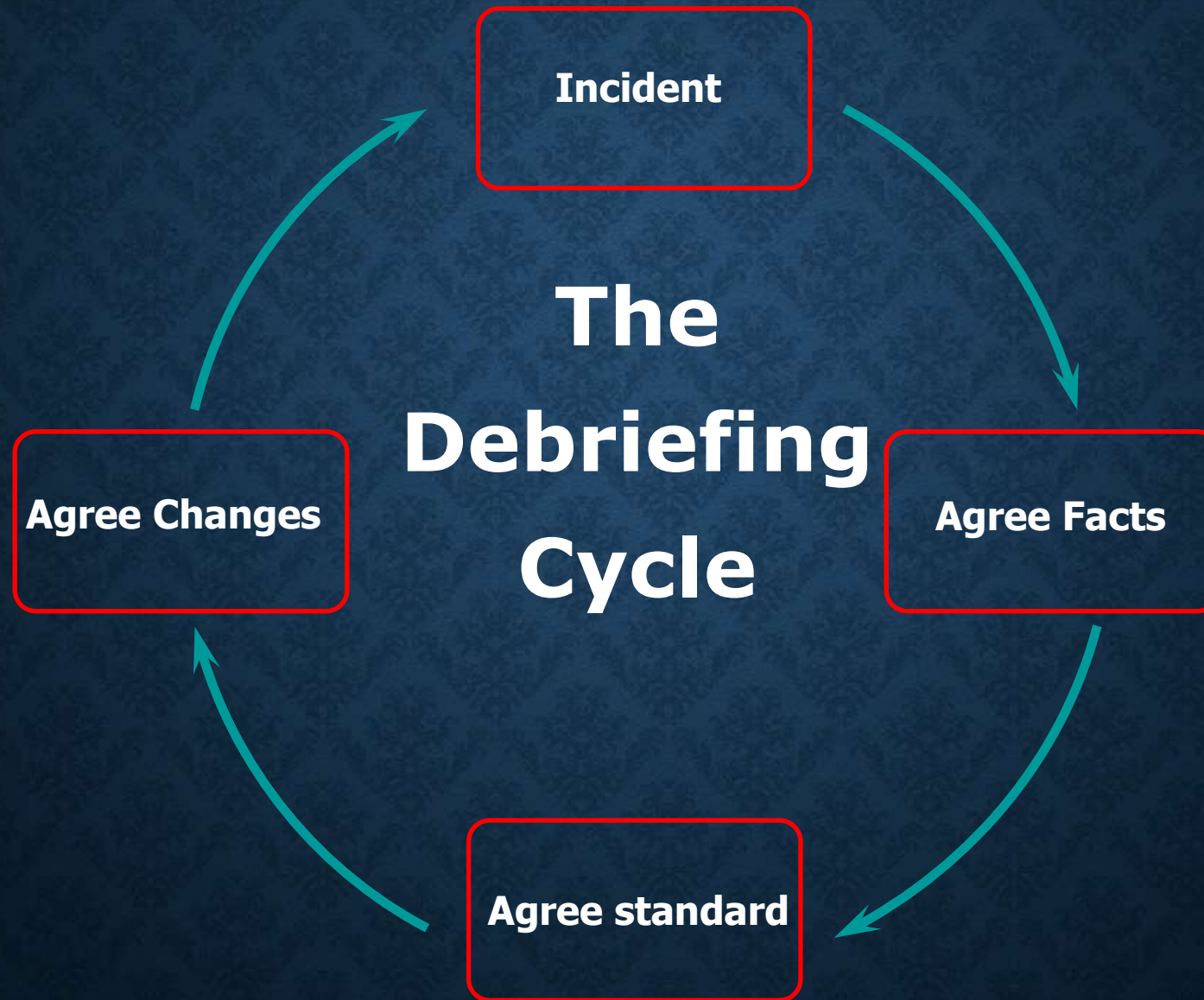
Skills/behaviour assessed by action-based video assessment

- driven by situational awareness
- identifiable behaviours = learning outcomes
- performance under cognitive load = operational competence

The timing of testing will be critical



Hierarchy of Competence



**Trainer's
Perception**

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graph TD; A[Trainer's Perception] --> C[Agreement]; B[Trainee's Perception] --> C;
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The diagram features a dark blue background. At the top left, a red-outlined thought bubble contains the text 'Trainer's Perception'. At the top right, another red-outlined thought bubble contains 'Trainee's Perception'. Two red arrows point from the bottom of these bubbles towards a red-outlined oval at the bottom center containing the word 'Agreement'. Small red circles of varying sizes are scattered around the base of the thought bubbles, suggesting a flow of ideas or thoughts.

**Trainee's
Perception**

Agreement

ASSESSMENT TECHNOLOGY

GOSH Design

DECISION MAKING

- Involves appropriate team members when considering options
- Communicates decisions to relevant team members
- Review decisions using an analytical process
- Considers impact of revised decisions on team

LEADERSHIP SKILLS

- Motivates and involves team in two way process
- Priorities and shares tasks effectively
- Plans shared, agreed and updated for entire team
- Balances authority and assertiveness appropriately

YES **NO**

CO-OPERATION

- Appropriate task distribution
- Input as required from all team members
- 2 Way communication flow occurs at all times
- Objective and adult conflict resolution

SITUATIONAL AWARENESS

- Aware of all relevant information
- Relevant information shared within the team
- Updates team awareness
- Considers and communicates implications of evolving situation

1st BA Sim Sent to Ian | Stop | History | 0:00:13

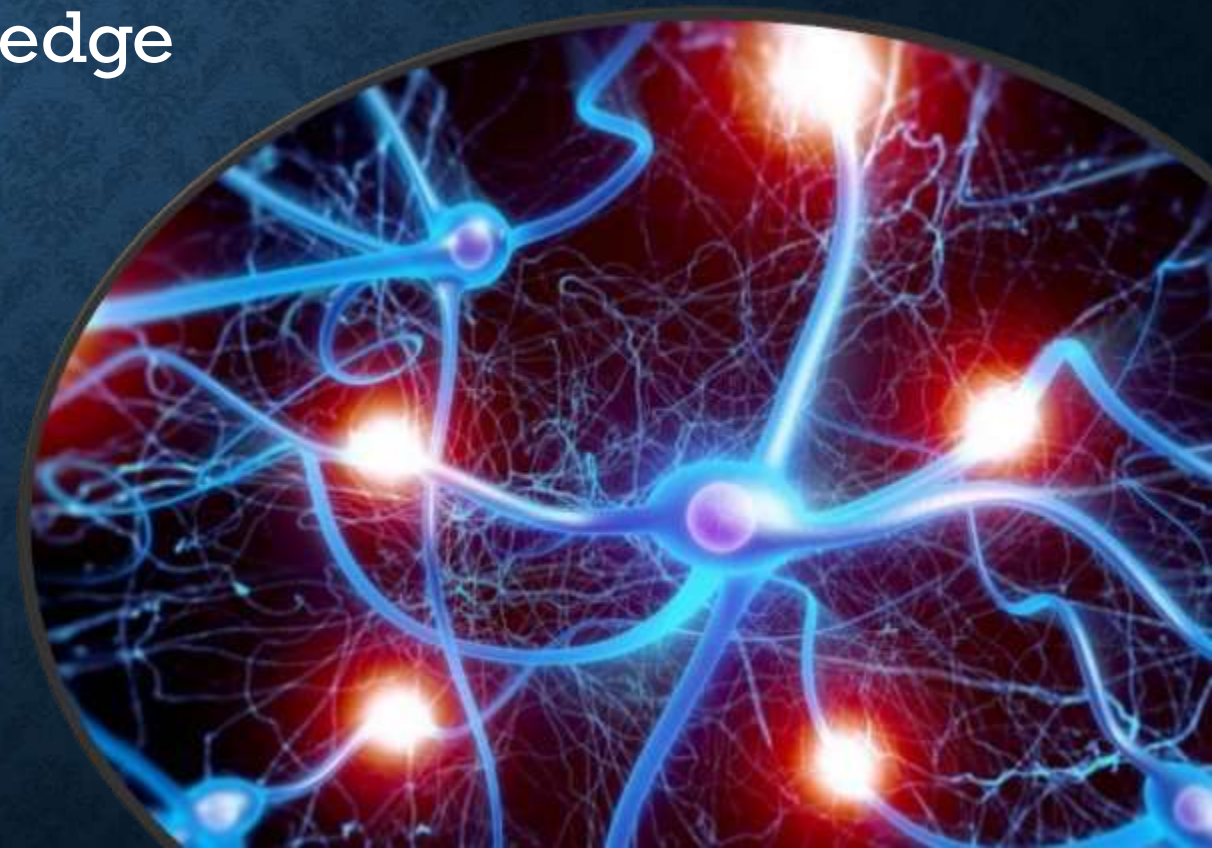
LONG-TERM MEMORY

Enhanced confidence = reduced anxiety

improved application of the knowledge

300,000 times faster

Long term retention



TIME-SEQUENCED LEARNING

- Embeds knowledge directly into the long-term memory
- Reduces knowledge-learning time
- Improved knowledge retention
- Same or better test results
- Enhanced application



BENEFITS

- Reduced learning times/operational impact
- Increased trainer coverage, redeployment or reduction in numbers
- Reduced cost/improved ROI
- Reduces risk



BENEFITS

- Appeals to Gen Z
- Good for neurodiversity
- Frees up time for practical VR etc



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