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

TIMING IS EVERYTHING

TREVOR DALE FRAES MCIEHF

Atrainability
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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

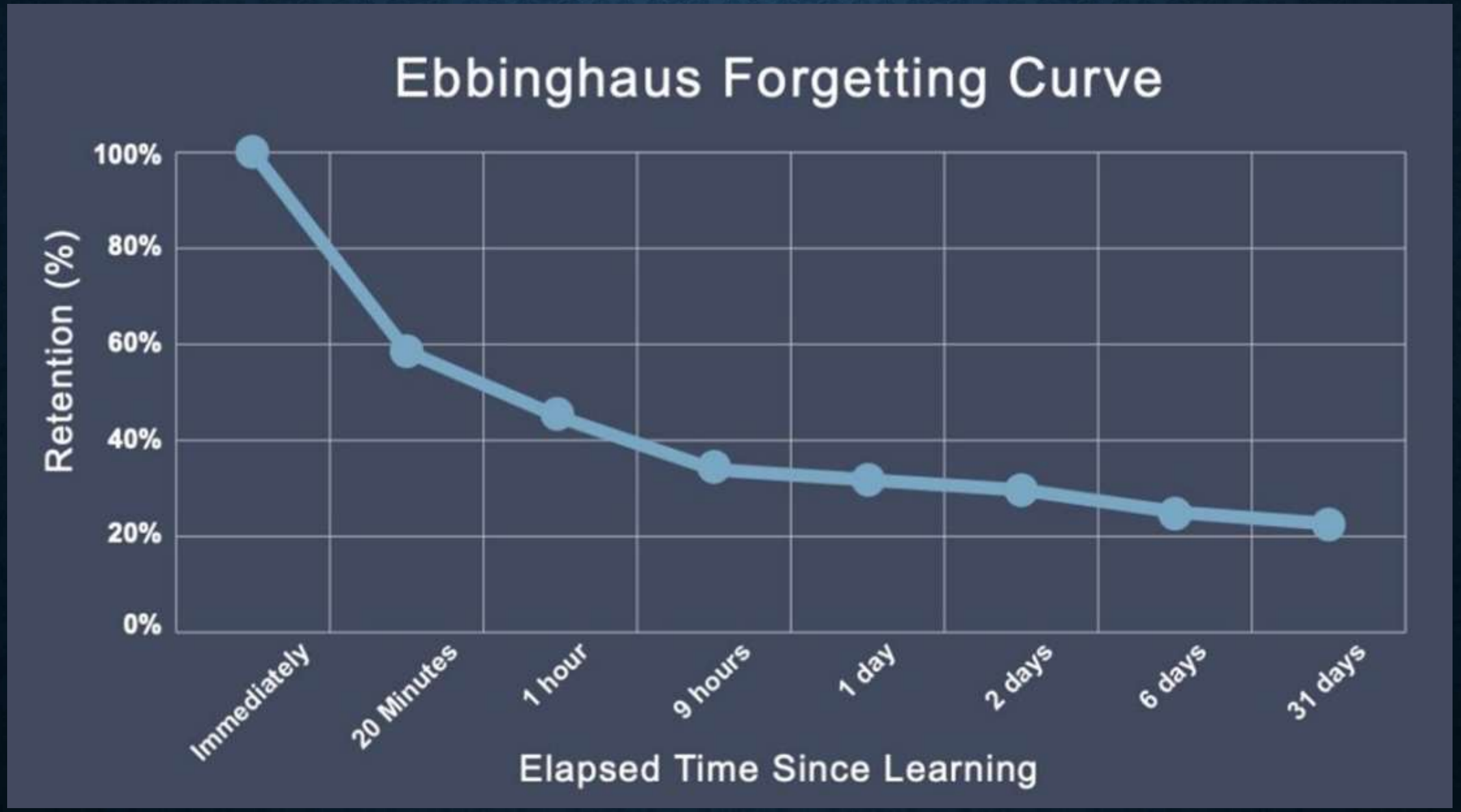
Current paradigm

- 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
Retention (%)
100%
80%
60%
40%
20%
0%
Immediately
20 Minutes
1 hour
9 hours
1 day
2 days
6 days
31 days
Elapsed Time Since Learning

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

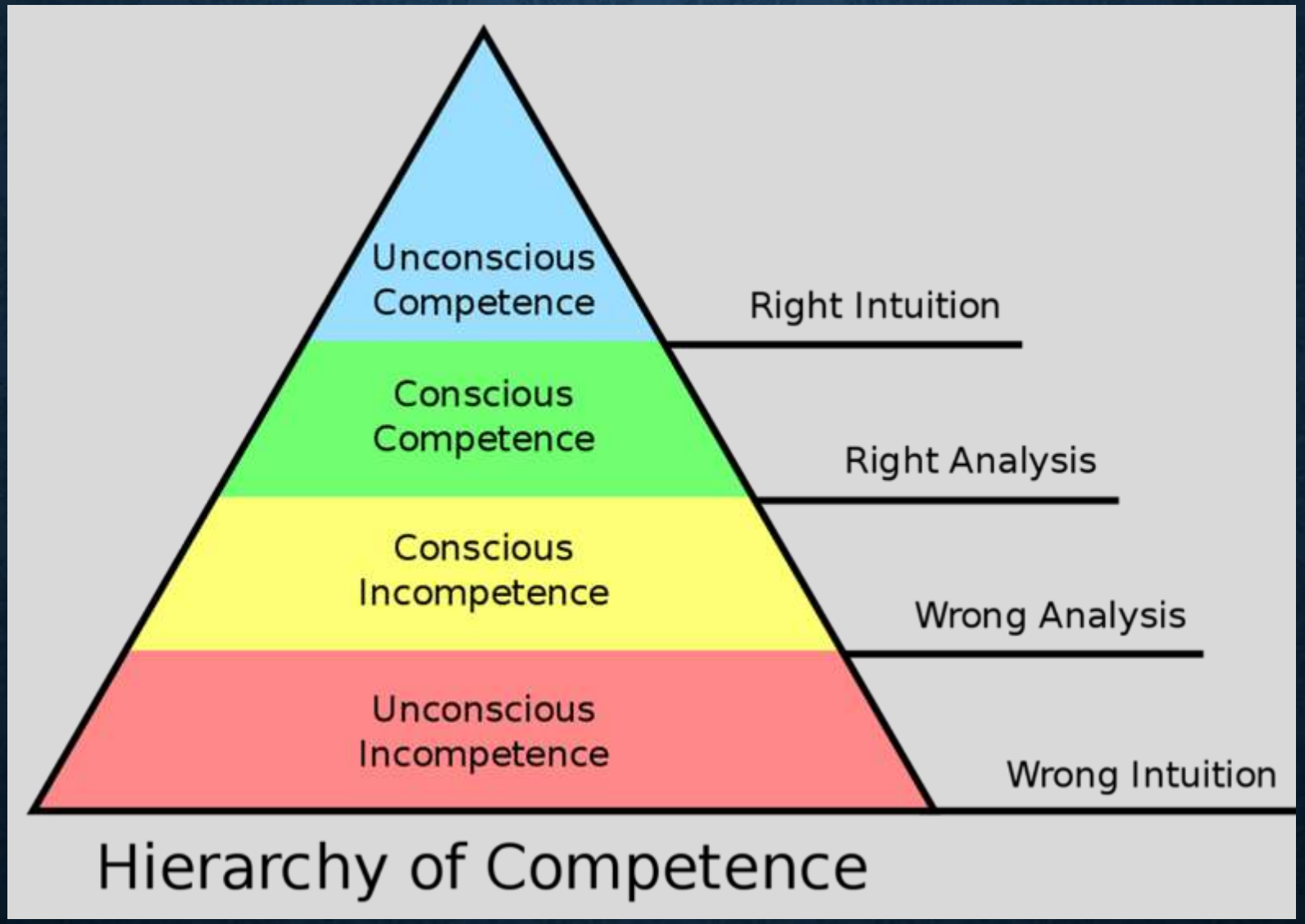
The written test will still be needed

- skill/behaviour testing will not cover all required knowledge

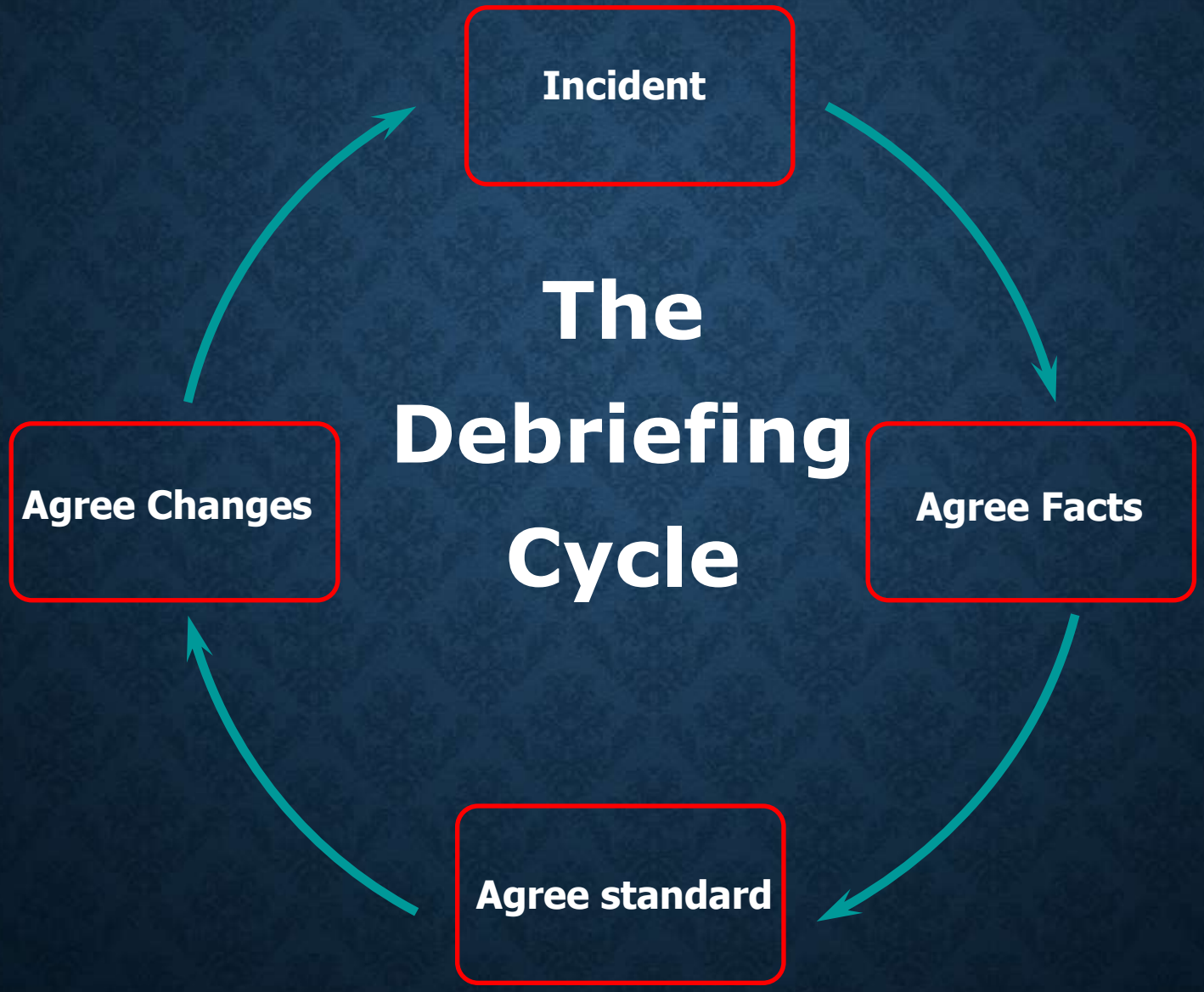
Skills/behaviour assessed by action-based video assessment

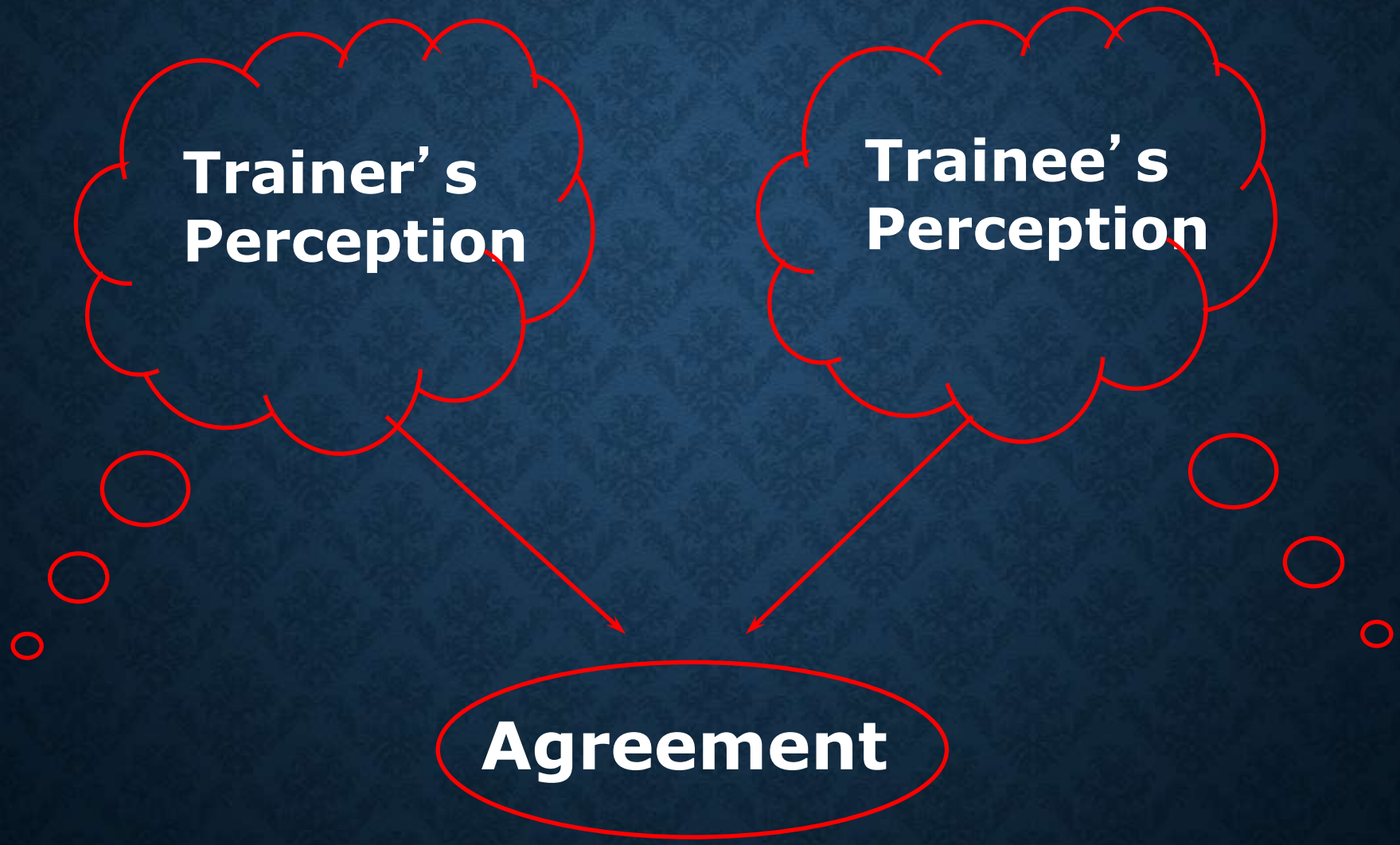
- driven by situational awareness
- identifiable behaviours = learning outcomes
- performance under cognitive load = operational competence

The timing of testing will be critical


Unconscious
Competence
Right Intuition
Conscious
Competence
Right Analysis
Conscious
Incompetence
Wrong Analysis
Unconscious
Incompetence
Wrong Intuition
Hierarchy of Competence

The Debriefing Cycle




Trainer's Perception
Trainee's Perception
Agreement

ASSESSMENT TECHNOLOGY

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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