A practical guide to Nano Learning
Hello!

I AM VINCE
I work for General Dynamics.

I AM ELIZABETH
I work for Victor 12.
THE BEGINNING
Before smaller was bigger
611,073
Backlog in 7/25/2013
78,533
Backlog in 4/15/2016
The perfect teachable moment is the intersection of a small question with a great small answer – Malcolm Knowles
EMPLOYER BENEFITS

Inexpensive
- Short development cycle
- Easy to update

Adaptable
- Addresses emerging issues
- Deploys quickly

Impactful
- Targeted for specific outcome
- Better organizational output

EMPLOYEE BENEFITS

Learner-Centered
- Flexible learning path
- Varied formats match learning styles

Short
- Just-in-time training
- Short bursts, less time consuming

Accessible
- Multi-device delivery
- Immediate access
Bite-sized nuggets of training

Nano-Learning

Micro-Learning

Micro-Training

Standard Online Learning
Nano-Learning

- Informal
- Very, very short (2-15 min.)
- Covers only one learning objective
- Delivered on range of devices
- Range of multimedia
- Just-in-Time
- Self-contained and independent
Micro-Learning

- Formal/Informal
- Short, but not a specific time
- Covers only one learning objective
- Delivered on range of devices
- Range of multimedia
- Just-in-Time
- Self-contained and independent
Micro-Training Fundamentals

- Formal
- 15 minutes to 1 hour
- Covers 1-3 learning objectives
- Computer-based
- Database
- Just-in-Time
- Self-contained and independent
- Always 508 compliant
Southwest Asia Service

In order to determine if a Veteran’s claim qualifies for benefits corresponding to Southwest Asia service, you must first make sure that the Veteran’s records show eligible service.

Select the Play button to view the 27 second clip. The video has audio and CC text.

- Persian Gulf War Veteran
- Southwest Asia Theater of Operations

Note: Select each item; then, select NEXT to continue.
# Level 1: Survey Data

## 2016 April VSR Consistency Study: Development Based on Gulf War Veterans

<table>
<thead>
<tr>
<th>5-Point Likert Ratings</th>
<th>Poor</th>
<th>Fair</th>
<th>Excellent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Avg</strong></td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>5-Point Likert Ratings</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My overall satisfaction with this training</td>
<td>3.70</td>
<td>2.88%</td>
<td>3.50%</td>
</tr>
<tr>
<td>The overall lesson quality</td>
<td>3.76</td>
<td>2.36%</td>
<td>3.15%</td>
</tr>
<tr>
<td>The value of this training for improving job</td>
<td>3.90</td>
<td>1.75%</td>
<td>2.02%</td>
</tr>
<tr>
<td>performance</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The ease of navigating through this training</td>
<td>3.77</td>
<td>3.53%</td>
<td>3.77%</td>
</tr>
<tr>
<td>My knowledge BEFORE this training</td>
<td>3.15</td>
<td>6.11%</td>
<td>12.33%</td>
</tr>
<tr>
<td>My knowledge AFTER this training</td>
<td>3.67</td>
<td>2.40%</td>
<td>4.70%</td>
</tr>
</tbody>
</table>
Level 2: Learning

2016 April VSR Consistency Study: Development Based on Gulf War Veterans

5436 assignments

- 3983, 73% (Total who Passed Posttest)
- 994, 18% (Total who Passed Pretest)
- 367, 7% (Total who failed Pretest but who have not passed Posttest)
- 92, 2% (Total who have not taken Pretest or Posttest)
Level 4: Results

VA Exam Errors

<table>
<thead>
<tr>
<th>Category</th>
<th>FY14</th>
<th>FY15</th>
</tr>
</thead>
<tbody>
<tr>
<td>B21 - Insufficient VA examination / medical opinion</td>
<td>148</td>
<td>196</td>
</tr>
<tr>
<td>B2cc - VA Medical Opinion was needed</td>
<td>96</td>
<td>139</td>
</tr>
<tr>
<td>B2bb - VA Exam was needed with or without medical opinion</td>
<td>85</td>
<td>200</td>
</tr>
</tbody>
</table>
DESIGN NANO
How do you build this thing?

1. Where Does It Fit?
   Prep, Post, Supplemental, Stand-Alone

2. Third-Party?
   Do your homework!
STEPS TO BUILD

First: Analysis

Second: Write your learning objective

Third: Construct your course

Last: Delivery
Analysis

If none, conduct “mini-analysis”
ANALYSIS

**Learner**
- Proficiency level
- 508 Requirement

**Content**
- Performance v. Knowledge
- Media

**Organizational**
- Technology
- Environmental factors
1 Analysis

2 Write Learning Objective
   Specific, realistic, and clear
1 Analysis

2 Write Learning Objective

3 Construct Your Course
   Showtime!
Creating Course

Responsive
Can be viewed on multiple devices & browsers

Simple
Stick to essentials/objective. Can provide links for more info.

Show More
Use graphics instead of text as much as possible. Infographics/Gfx Novels.
Creating Course

Interactive
Games, Simulations, Walkthrough

Animated
Short, focused, engaging.

Small
Is objective covered and tested? End.
VA Course on Behavioral Challenges with Animation
1. How will you respond?
   - This is unacceptable behavior.
   - I'm going to have to put you on hold.
   - We want to help you.
   - I can understand why you would be upset.

2. What will you say next?
   - I'll try to find out; I don't make claim decisions.
   - These things take a while; try to be patient.
   - I'm checking your claim status right now.
- Analysis
- Learning Objective
- Create Course
- Delivery
Thanks!

KEEP IT REAL. KEEP IT SMALL.

You can find me at vincent.flango @ gdit.com