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Quality People. Quality Projects.
Out with the Old, in with the New

MODERN TEACHING METHODOLOGIES FOR A CHANGING WORKFORCE

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Winner of The Brandon Hall Group’s Human Capital Management Excellence in Learning Award

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Best Advance in Compliance Training

2018
• Skilled Labor Shortages & a Changing Workforce
• Adult Learning Basics
• Main Point Analysis (MPA) & Bottom-up Teaching
• MPA Exercise
• Q & A
Skilled Labor Shortages & a Changing Workforce
“80% of construction firms report they are having a hard time filling hourly craft positions that represent the bulk of the construction workforce.”
Over 80% believe it will continue to be hard or even get harder to hire skilled labor during the next 12 months.
10 Year Projected Labor Shortage

10 Year Shortage Outlook

- Bureau of Labor Statistics
Workforce Problems Facing the Construction Industry

• Labor shortages
  • Longer project timeframes
  • Elevated costs

• Transient workforces

• Key employee retention

• Difficulty finding time to train employees

• Workforce safety

• Student engagement
46% of firms have increased training initiatives to combat skilled labor shortages.
This Means Opportunity for all of us!

• Get the highest possible training ROI
  • Tailored curriculums and instructional methods
  • Updated and modern
  • Visual-Auditory-Kinesthetic
  • Accessible

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A Changing Workforce

• Millennials
  • Aka Generation Y
  • Often the children of Baby Boomers
  • Early 1980’s – early 2000’s

• 75% of the workforce by 2025
Here’s what we DO know about Millennials

• 74% want flexible work schedules
  • Willing to give up some pay and promotion in exchange

• 65% want a clear career path & continuing education
  • Career development cited as the most influential factor in current position

• 80% want weekly, if not daily feedback

• Job is not a job, it is an extension of self
Here’s what we DO know about Millennials

• 59% of millennials, said competition is what gets them up in the morning
  • Compared with 50% of baby boomers

• 58% of millennials said they compare their performance with their peers
  • Compared to 48% of baby boomers
Adult Learning Basics
Tailored Curriculums and Instructional Methods

OLD METHOD

• Regulation dictates lesson
• Learner needs are not as important on the necessity to obtain certification
• Limited use of mixed media
• Learner leaves with understanding of what the regulation says

NEW METHOD

• Learner needs dictate lesson
• Regular use of mixed media
• Mixture of visual, auditory, and kinesthetic activities
• Learner leaves with understanding how the regulation applies to their work
Updated and Modern

• Engagement
• Spaced learning
• Collaborative learning
• Mixed media
Visual
• Relatable
• Real
• Presentation
• Video / Imagery

Auditory
• Music
• Video
• Instruction

Kinesthetic
• Exercises
• Play!
• Mock Projects
• Gamification
Accessible

• Learning environment
• Work – Home life balance
• Online
• Hybrid
• Classroom
A Specific Type of Adult Learner

• Foreman
• Craft Labor
• Tradesmen
A Specific Type of Adult Learner

• Majority of work is done with hands
• Mostly men
• English may be a second language
• May have limited education or school experience
• Good at multi-tasking
• Watch and learn
• 35% over 55
• 25% 25-35
Main Point Analysis (MPA) & Bottom-up Teaching
Main Point Analysis (MPA)

• The process of reviewing regulatory documents and outlining main points relevant to identified learners
  • Start with the learner
    • HOW
    • WHO
    • WHEN
  • Include the scope of work, whether broad or specific
  • Identify SPECIFIC laterals
  • Answer “what do I need to know to do my job safely and accurately?”
Start with the Learner

• HOW
  • How will they use the information gained today?

• WHO
  • Who are the learners?
  • Identify key demographics
  • Who will the learners be using the information gained today with?

• WHEN
  • When will the learner use the information gained today?
Include Scope of Work

• Answer how the lessons learned today will be used
  • No matter how broad or specific
  • Example: Scope of work includes demolition activities using a variety of hand, powered, and mechanical tools.

• Identify specific laterals
  • Create relevancy!

• Answer “what do I need to know to do my job safely and accurately?”
Bottom-up Teaching

• Answers how the learner will utilize the information gained during a training session
  • Teach to the test!
  • Make it relevant
  • Use activities
    • Discussions
    • Mock ups
    • Building
  • Make it positive!
MPA & Bottom Up Teaching Exercise
Key Takeaways

• Labor shortages, primarily skilled-labor ones, are compounding year over year.

• Proactive companies should invest into vocational training and education as a long-term strategy.

• Organizations can and should incorporate new strategies for reaching millennials.

• Utilizing MPA and Bottom-up teaching can help modernize teaching and increase lesson retention.
The teams with the best talent win and the companies that can get out ahead of change first will have the higher chance for success.