



Learning Modalities

The following case examples demonstrate how Invista Performance Solutions has blended technology into the design and delivery of learning at some of our key clients.

SEIU Blended

In November 2013, SweetRush and Invista Performance Solutions (IPS) collaborated with the Service Employees International Union Northwest Healthcare Training Partnership (SEIU NWHTP) to revise Home Care Aide Basic Training to increase student knowledge, skill gain, and overall success. The purpose of this project was to align Home Care Aide Basic Training with knowledge and skills required to perform daily duties and pass the State Examination.

IPS managed both the Subject Matter Expert (SME) review of the curriculum during development and training delivery across the State of Washington utilizing our network of trainers. The training was initially developed as traditional instructor led, and once reviewed and approved by the Department of Social and Health Services, our partner Sweet Rush converted the selected modules to asynchronous online self-paced learning. This allowed learners to take 28 hours of the training at their own location and at their own pace.

During the development of the instructor led training, IPS managed coordination of SME review, compiled feedback and provided guidance during the pilot of the training. We refined the curriculum so that it met SEIU NWHTP training objectives as well as State-mandated guidelines for training of Home Care Aides.

SEIU Virtual Instructor Led Training

IPS provides two 2-hour Virtual Instructor Led Continuing Education classes monthly for SEIU NWHTP. Utilizing Blackboard Collaborate, a Learning Management System (LMS), our instructor facilitates training that students can log-in and access from anywhere in Washington State to satisfy their annual certification requirements. These webinars were developed by our subject matter experts and designed by our instructional designer to ensure student engagement in an online environment. Attendance is tracked not only by login but by participation throughout the session. These webinars allow students to earn their continuing education hours in the comfort of their own homes.

SEIU Flipped Classroom

IPS again partnered with SEIU NWHTP to provide Advanced Training to Home Care Aides in October 2016. The training utilizes a flipped classroom approach in which the students complete online modules at their own pace and demonstrate proficiency in a weekly learning lab. SEIU NWHTP created and maintains the online modules that consist of 35 hours of content. We facilitate a weekly learning lab in which the students review the week's online content, participate in hands-on skills practice and demonstrate their proficiency in these skills to our proctor. The students are Home Care Aides looking to increase their skills and knowledge; with this training model they are able to continue home care for their clients during normal working hours while studying online and participating in learning labs during off-hours.



Cordant Health Solutions Asynchronous Learning

IPS is delivering a blended learning solution at Cordant Health Solutions, a premier drug testing laboratory in Lean Six Sigma Green Belt training; we are following up the use of asynchronous web-based modules with in-person consultation and coaching. Each participant will take over 50 hours of web-based training delivered via our partner MoreSteam.com in Transactional Green Belt competencies. The program is flexible and presented in a logical, DMAIC format, but the sessions are modular. Modules are geared to the knowledge, concepts and tool needed to follow the DMAIC problem solving method and Lean for process improvement. Participants will have the training available to them wherever and whenever they are available to pursue it. The quizzes provide immediate feedback and the practice-based interactive exercises engage learner interest and help with remembering the material. The participants will have flexibility to pursue this foundational learning at their own convenience, and then apply it in structured team-based improvement projects. Participants will select, execute and measure their process improvements under the guidance of IPS' expert.

Joint Base Lewis-McChord Train-the Trainer

As part of the JBLM contract for Workforce Development training, Invista provided professional development training for professional Industrial-Technical Trainers, which included an online course developed and delivered on Canvas (a Learning Management System or LMS, similar to Blackboard, which is available for IPS online training delivery.) The course consisted of modules that included curated curriculum materials, individualized professional development activities and assessments, as well as weekly scheduled assignments. The result was the re-certification of all the JBLM trainers. This unique delivery system enabled participants 24-7 access to the course and allowed individuals to complete the training requirements according to their own individual needs and preferences. These LMS online courses can be accessed from multiple types of devices at the convenience of trainees. One additional benefit is that all online courses can be paperless.