

### HEE TEL – Virtual/Hybrid Learning

### **Driving Excellence**

An Evidence-based Approach



**Introduction and Context** 

**Duration: 45mins** 

Shifts in Learning/Education

Driving Excellence – stimulating learning

## How we're going to work today



#### **Ways of Working**

Cameras, Mics & Movement

Slido – For Insights

Breakout Rooms & Chat – Questions and Interaction

Check-ins – Sense check and wellbeing

#### **Psychological Safety**

Safe space to share

Gathering anonymous insights

Inclusive & Respectful discussion space

Insights used to develop best practice



Context

## Health Education England

### Integrated HEE TEL Educational Reform

**HEE/TEL Offer** 

**Ambassadors Immersive Technology** Virtual & Hybrid Learning Access Infrastructure

Digital Champions

Initiatives sustained locally by champions based in organisations

XR Hubs

Emerging Technology utilised to support education

Virtual/Hybird

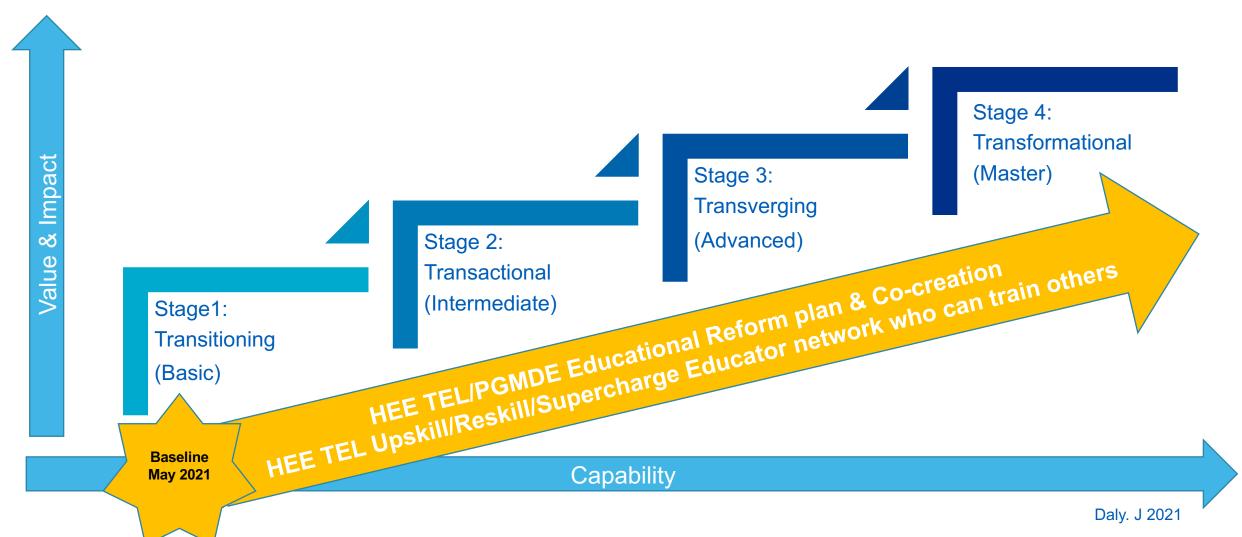
 Educators empowered to maximise education design, delivery & Assessment

Access to IT

- Access to relevant IT and Clinical systems based on role
- Networks available with sufficient speed and bandwidth







### Supporting you to future proof your learning



## VIRTUAL/HYBRID LEARNING FACULTY (VHLF)

#### Interactive

- Guides
- FAQs

## **Driving Excellence**

- Workshops
- Masterclasses

# **Coaching Sessions**

- 121
- group

## **Centres of Excellence**

Involved in build, test & learn

#### **On-Demand resources**

- Screen recordings
- Interactive videos
- Case stories

#### **Continuous Improvement**

VHLF Evidence-based Learning, ongoing gathering of insights and adjusting, integrating wellbeing across all elements

#### **Community of Practice**

- Channel
- Forums
- Events/Expert guests

www.hee.nhs.uk

We work with partners to plan, recruit, educate and train the health workforce.

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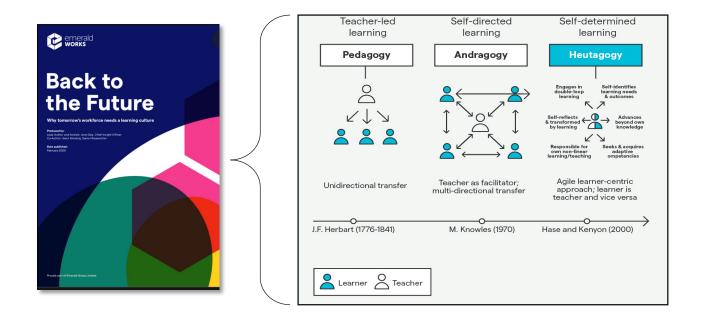
A shift in education/learning

# **NHS**Health Education England

#### **Future of Learning**

The dominant form of learning in organisations is now virtual/hybrid learning, accelerated and amplified by five years due to the pandemic and we have a need therefore to unlearn and relearn how we do what we do – as educators and learners.

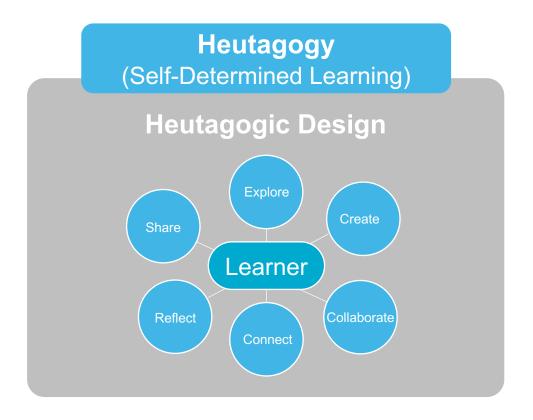
Educators (and learners) need to be supported in new and different ways – to accommodate the shift to a digital first world and the requirements to design and deliver virtual/hybrid learning opportunities.



J Daly 2020



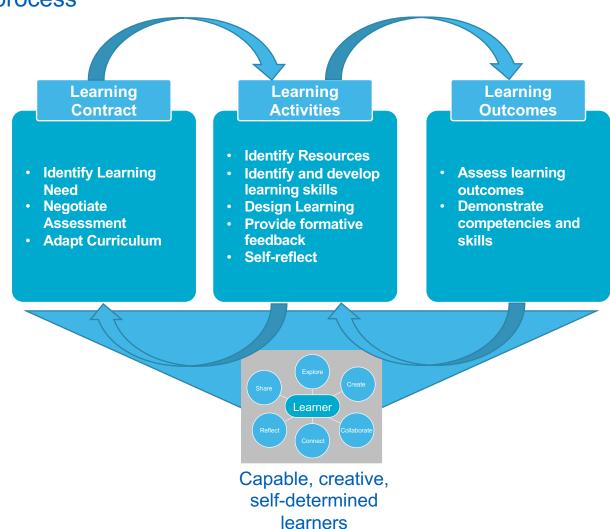
Heutagogic design



Hase & Kenyon, 2015



Heutagogic design process



Blaschke & Hase, 2015



Benefits of a Heutagogic approach to virtual/hybrid learning design and delivery

#### **Agility**

Learning that is responsive and flexible to Educator and Learner requirements

#### **Engagement**

Agility in the approach to learning design and delivery promotes

Learner engagement

#### **Application**

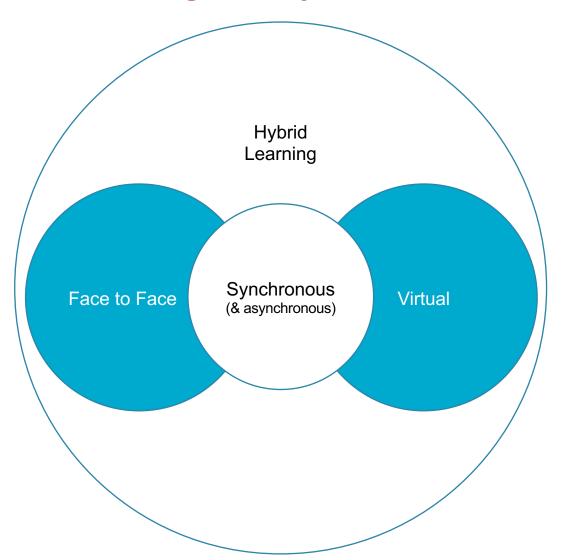
Engaged Learners take a selfdetermined approach to apply learnings in role

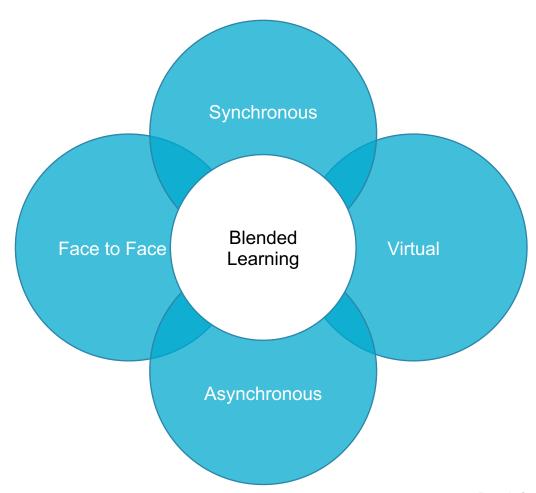
#### Considerations delivering virtual/hybrid learning

- Self-Determined: What can they do without your input (Autonomy, Competency and Relatedness)
- Didactic: Where necessary and appropriate but not always
- Asynchronous: Self-determined On-Demand Learning based on need
- Synchronous: Guided learning support to stimulate group learning
- Experiential: Learning by doing in a supported environment
- Peer to Peer: Social learning though Communities of Practice

### Learning today







PeopleStar: 2021

## Advantages of virtual/hybrid learning



Agility/flexibility of attendance – according to the availability/accessibility of the learner

Variety of learning experience – according to the preference of the learner

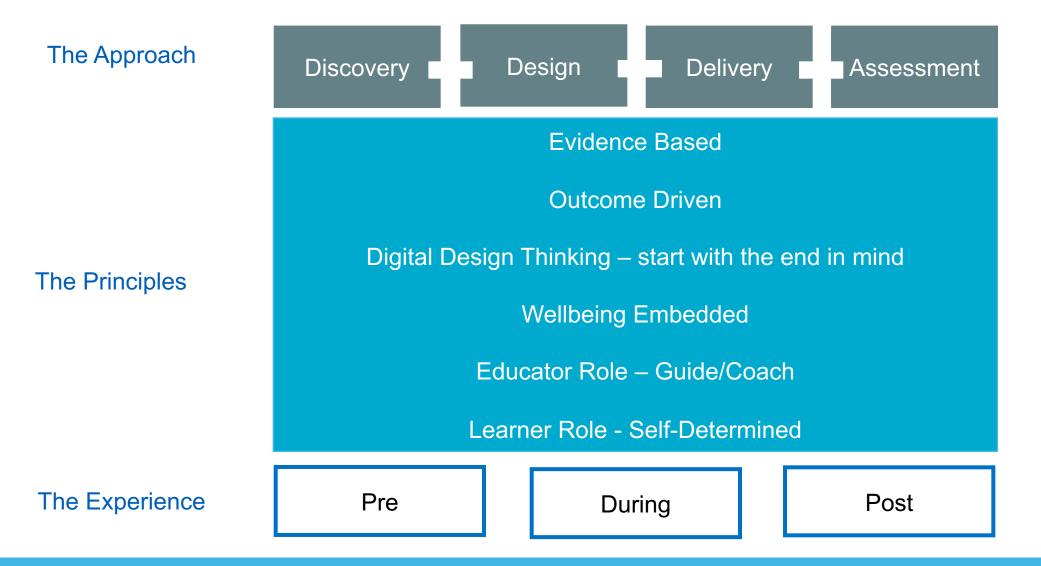
Collaboration without frontiers – opportunities to learn within a larger learner pool

Greater reach of educators

Cost savings

### Evidence Based Virtual/Hybrid Learning Model



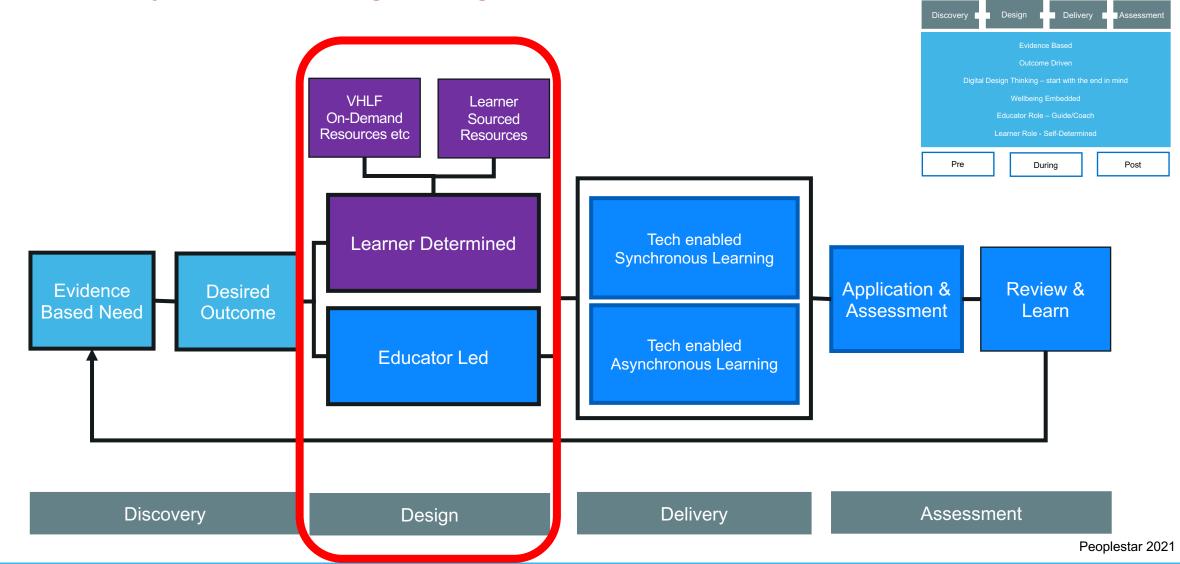


Peoplestar 2021

### Virtual/Hybrid Learning Design

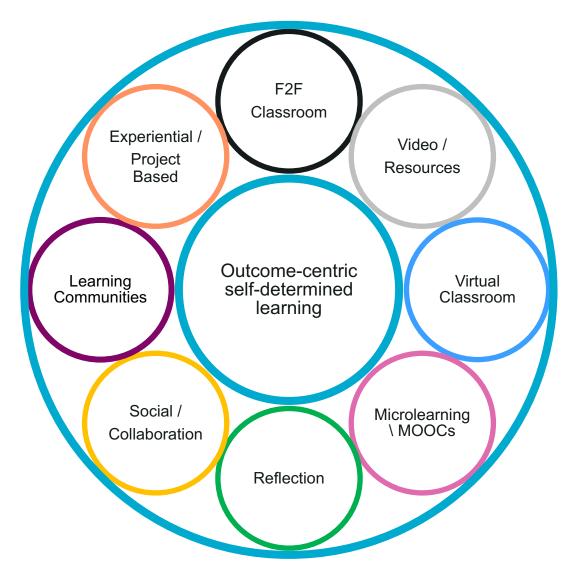
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### **Hybrid Learning Opportunities**





Peoplestar 2021



Driving Excellence – Stimulating Learning

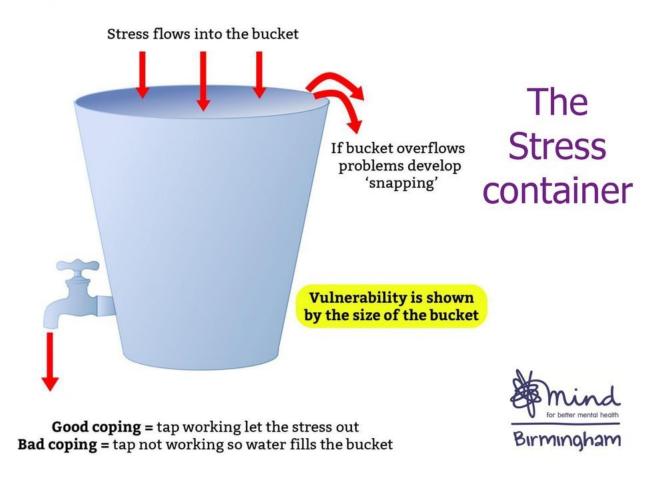
### Virtual/Hybrid Learning Delivery Focus



The Experience Pre During Post The Approach Delivery The Principles

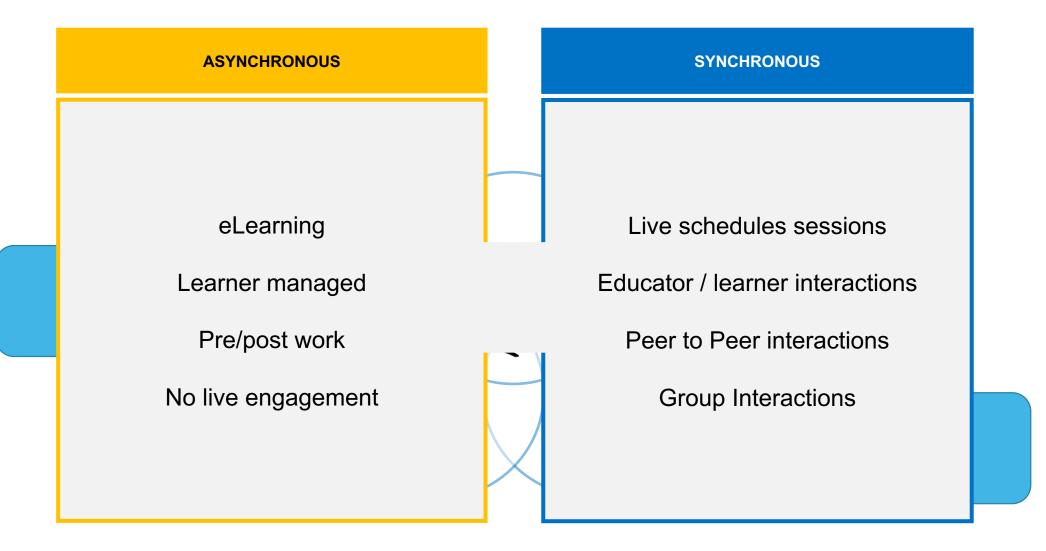
## Wellbeing matters





### Stimulating Learning





#### Levels of Interactions





You can decide the level of your session depending on various aspects such as course objectives, nature of content, budget, technology infrastructure, and target audience.

Source: elearningindustry.com

#### Levels of Interactions



ASYNCHRONOUS

Best Practice

✓ Where possible give learners the choice of where to start in a selection of topics and units – this allows them to pick out and engage with relevant content immediately



**ASYNCHRONOUS** 

**SYNCHRONOUS** 

Engage

Interact

Check-in

#### **EDUCATOR**

Storyteller (narrative & metaphors)

Knowledgeable (content & audience)

Energy (excite and engage)

Prepared (confidence and focused)

Flexible (delivery & style)

Clear (content & purpose)

#### **CONTENT**

Structured & Time appropriate

Multi-media & Interactive

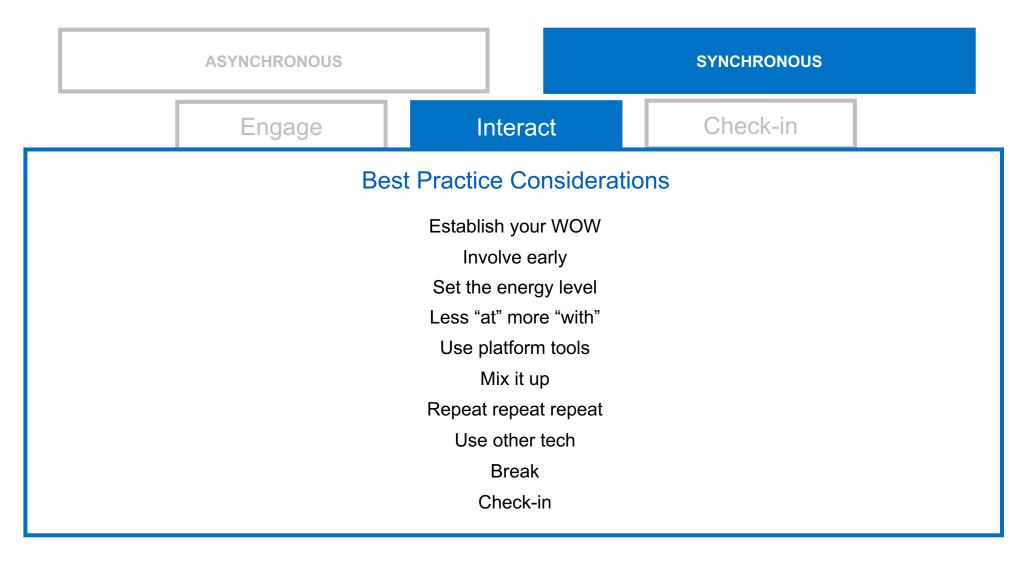
Purposeful & Outcome Driven

Evidence Based & Relevant

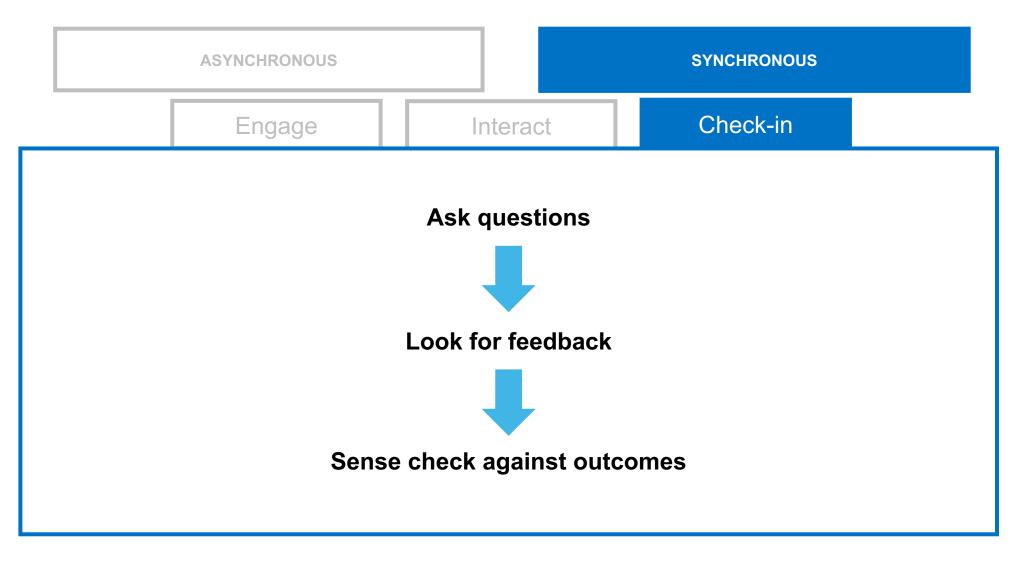
Memorable

Actionable











What is the technology to stimulate learning

### What do they do?



Insight

Slido

Survey Monkey

Co-Create

Padlet

Trello

Lino

Collaborate

**Teams** 

Zoom

Q&A – Video – Audio – Games – Imagery – Stories

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