

APPENDIX E

Recommended Learning Methodologies¹

Learning Methodologies	Definition
1. Classroom	Learners participate in classroom setting using listening, visual, and written skills and activities to gain knowledge and awareness.
2. Skills Lab	Learners demonstrate that competencies are mastered to an acceptable level in the presence of a supervisor or authorized instructor.
3. Role Playing	Learners engage in experiential or simulated learning through relevant roles and predefined settings to practice skills in a safe environment to foster greater understanding of requirements by performing them.
4. Client/Caregiver Experience	Learners obtain competencies by discussing caregiving experiences and practices in groups, or one-on-one, to gain insights into expectations and to expand knowledge regarding a client's function/condition-based needs and preferences for care. This could include onsite visits to client setting and/or panel of mentors and guest speakers in classroom.
5. Client Health Professional Training	Learners are directed by clients and/or their health care professionals (physical therapist, occupational therapist, etc.) in their preferred methods and care requirements one-on-one in setting.
6. On-the-Job Training	Learners gain one-on-one training and experience from the client/person receiving care, an assigned supervisor, RN, LPN, NAR, CNA, responsible family member or parent, or authorized instructor on the job with opportunity for feedback and performance evaluation.
7. Mentoring/Supervision	Learners are assigned an experienced mentor (3 years minimum) or supervisor to teach, guide and assess the learner's mastery of competencies at regular intervals. Mentors also offer support, guidance, problem solving techniques and discuss concerns with learners. This may be by phone, e-mail, or one-on-one interactions.
8. Competencies Development Classes	Learners acquire competencies by attending technical classes, conferences, workshops, or observing skills in relevant settings, or taking approved specialty or advanced training courses to upgrade individual's skills.
9. Case Studies/Scenarios	Learners review actual case studies/scenarios and discuss options for appropriate outcomes with the group. Instructors comment on actual and desired outcomes with group and compare results.

¹ The following learning methodologies are intended as recommended options from which to choose when and where applicable to allow for flexibility in training delivery and individual learning styles. They are not intended as a required set of training methods.

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10. Adult Learning-specific	Learners develop competencies through: <ul style="list-style-type: none">▪ Interactive Presentations▪ Large Group Discussion▪ Brainstorming▪ “Go-rounds”▪ Small Group Work▪ Pairs Work▪ Demonstration and Return Demonstration▪ Games and Large Group Exercises, and▪ Flip-charting
11. Job Shadowing	Learners observe the work setting first hand, by following a competent caregiver throughout a typical work day to gain an understanding of the potential scope and demands upon a caregiver. They obtain an introduction to the work environment and requirements, general understanding of policies, values and overview of the role of the caregiver. ²
12. Other	Online learning, interview/survey assessment, written tests, and individual expertise access, visiting instructors, etc.

² Adapted from: www.quintcareers.com/job_shadowing.html.