LearningMate
A STRAIVE COMPANY

Client Story

Online Workforce Development & Skills Initiative: **National Education Partners** & LearningMate Collaborate for NUS Workforce Education Solutions

INDUSTRY
Workforce Development

SOLUTION
Course Development & Skills Training

PROJECT SIZE
Redesign 8-hour Training Workshop

PROJECT DURATION
3 Months

Background

Organizations are constantly changing, challenging employees to develop new skills to adapt to the evolving workforce. Thus, providing access to the necessary training and education is beneficial to current staff and potential employees.

LearningMate is honored to partner closely with National Education Partners (NEP) and National University System's Workforce Education Solutions (WES). Our partnership focuses on customized education, industry alignment, skills training, professional development, and continuing education. We collaborate with industry partners to identify needs, attract potential employees, and provide workforce development programs to ensure that learners have the skills required to be productive contributors in a dynamic professional environment. Specifically,

we have collaborated on a series of skills training projects for education, medical, and technology training workforce needs. As part of each collaboration, the industry needs were evaluated, and a path to employee training was developed and successfully executed.

"LearningMate created high-quality, online training enhanced by scenario-based interactive learning experiences, video introductions, and graphic handouts."

The Solution

NEP/WES and LearningMate partnered for a challenging task: Ensuring a quality hybrid online learning experience by redesigning an in-person, 8-hour training workshop for law enforcement officers.

WES was awarded grants to assist the Commission on Peace Officer Standards and Training (POST) in two key areas: Organizational Wellness and Community Policing. POST was established by the Legislature in 1959 to set minimum selection and training standards for California law enforcement. The NEP/WES team partnered with LearningMate on the completion of the grant goals.

The team had three months to create high-quality online training enhanced by a series of scenario-based interactive learning experiences, video introductions, and graphic handouts created by LearningMate. The unit-based community training contains two pathways:

- POST Organizational Wellness Program: Develop a distance learning curriculum to support managers and law enforcement professionals in the creation of environments and culture in which wellness is central to all aspects of the organization, including an emphasis on trauma-informed care, the impact of cumulative stress, structural barriers to organizational wellness, coping and resilience, and establishing an organizational wellness program.

- POST Community Policing Program: Develop and implement a distance learning curriculum for POST personnel focused on identifying best practices to support a systematic approach to problem-solving that improves community relations, decreases negative perceptions of law enforcement, and improves crime prevention.

The self-paced, hybrid learning design approach in the online training fosters learner agency and responsibility. NEP/WES and LearningMate utilized intentional design strategies centered on creating learning units as learning objects that could be completed in small, individual increments not dependent on a prescribed sequence.

Impact & Outcomes

The LearningMate and NEP/WES collaboration is receiving high marks. From a data results perspective, learner completion data show the virtual designs support the achievement of the learning objectives, and anecdotal evidence indicates learners view the learning experiences positively. In addition, the Peace Officers Standards and Training project was awarded an online learning innovation award in July 2021. The D2L Excellence Award recognizes innovation in digital education, learning, and development.

Feedback from members of the NEP/WES team supports the success of the project. Dr. Teri Herron, Director of Customized Education for NEP, shared, "It was such a joy to partner with LearningMate on the POST initiative. The team worked collaboratively and tirelessly to help realize my design vision for the project and made the revision process smooth and easy. It was a high-profile project with an extremely tight timeline, and I literally could not have done it without them. LearningMate really knocked it out of the park, and I am thrilled to share the congratulations on the award with the team!"