

Mode of Delivery

Adult education can be delivered through many different forms, or modes. When determining which mode of delivery may deliver the best experience, it is important to consider the following factors:



Learning Objectives



Learning Styles



Length of Time Allotted



Ideal Location

During the RAVEN Initiative, the Jewish Healthcare Foundation deployed multiple modes of education centered on the considerations above and basic adult education principles. In general, adult learners have less time available to be engaged in learning due to their many responsibilities. The time they spend in an educational experience must be viewed as a worthwhile investment of their time. Below you will find several modes of education you can try in your organization.



Classroom

Description: A traditional approach in which the instructor provides face to face instruction to team members, relying on the instructor as the main source of information.

Advantages:

- Allows instructor to cover a large amount of content at one time
- Ability to reach multiple learners in one setting
- Ideal for sharing new information or policies, and meeting regulatory requirements

Considerations:

- Not ideal for all learning styles



Huddle

Description: A brief, 15 minutes or less, meeting in which a small group of team members gather to learn or share in a location close to where they work.

Advantages:

- Promotes discussion and rapid fire quality improvement
- Time efficient
- Ideal for updates on policies, obtaining feedback, and educational reminders

Considerations:

- Potential for noise/ outside factors to impact session (IE: Calllights, phone calls)



Interactive

Description: A hands on approach to aide team members to become more engaged and strengthen critical thinking skills.

Advantages:

- Engages multiple learning styles at one time
- Promotes active participation
- Ideal for learning new skill(s), practicing a new technique, and role playing scenarios

Considerations:

- Requires time to design creative content
- Potential need for additional instructors (IE: Skills Fair)

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Delivery Decision Tree

Determining which type of mode of delivery to use can be challenging. Use the decision tree below to help you decide which mode is best suited for your session.

