An Introduction to Ease Learning

Wednesday, July 15, 2021

Resources available on the MHEC website post-event.

Submit questions in the Q&A.

Please complete our survey.

MIDWESTERN HIGHER EDUCATION COMPACT

MHEC Contact

- **Deb Kidwell**
  MHEC Consultant

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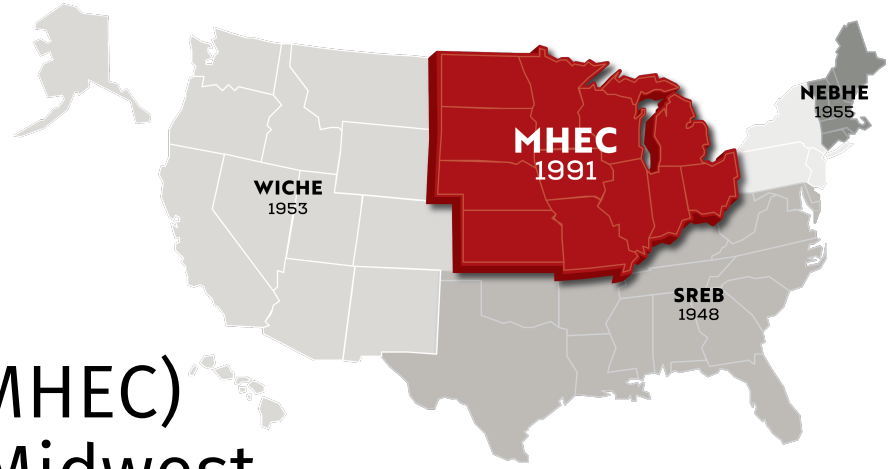
About MHEC



- Midwestern Higher Education Compact (MHEC) was legislatively created and serves the Midwest census region (12 states)
- Governed by 60 commissioners plus commissioner alternates
- One of four regional higher education compacts (MHEC, WICHE, SREB, NEBHE)
- MHEC's technologies program includes a community of institutional volunteers offering advice and guidance to MHEC, as well as a technology contracts portfolio designed to meet the community's needs

MIDWESTERN HIGHER EDUCATION COMPACT

MHEC Technology Contracts

- Sustain and advance affordable, high-quality educational opportunities through cost-savings initiatives
- MHEC's technology contracts are known and used by higher education IT and procurement offices
- As technology's role in higher education has grown, contracts are needed that might not traditionally be considered 'technology'

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Contract with Ease Learning

- MHEC Addendum #MHEC01292021
- Competitively bid solicitation by the North Dakota University System
- Instructional Design Services and Instructional Design Training
- All higher education institutions within the MHEC region, both public and private not-for-profit, are eligible to utilize this contract

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Today's Presenter

- **Laurie Pulido**
  CEO
  Ease Learning

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Contract Questions

- **Learn more about MHEC Contracts**
  MHEC.org/contracts
- **Contact**

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MIDWESTERN HIGHER EDUCATION COMPACT

Ease Learning

Driving Outcomes with Data

About Us

learningdesign

ease skillways

helpdesk

Learning Design Service

- Work with faculty and SMEs - the owners and experts on content
- Offer and help realize best options for online/blended student experience
- Offering full service course design, build and maintenance with data driven continuous improvement
- Media development, video support, instructor training etc

Skillways™

ease skillways

- Data Driven Optimization of Learner Success - *plugs into your existing LMS*
  - Over 200 types of native assessments tied to learning outcomes
- Modularizing Content
- Skills Alignment
- Competency Insights
- Syndication (scalability and reuse of content)
- Learning design insights & support

Help Desk

- Branded for your institution, supports your faculty, students, staff and administrators
- Support for Canvas, 3rd party application, password reset and Office 365 help desk
- 24x7 support by phone, chat, email & text
- US-based team of technical professionals with extensive customer service, internet security and LMS experience and focused trainings
- Dedicated helpdesk manager
- Ticket interaction reviews by dedicated quality assurance team

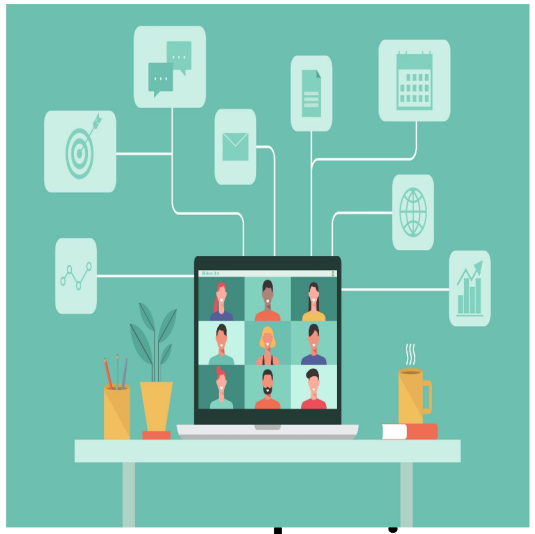
Why Partner with Ease Learning

Skills

We create engaging, effective student learning experiences, for all learning styles (UDL)

Market Knowledge

We design with connection to the learner personas and your brand



Stakeholder Support

Extensive experience supporting higher ed students, faculty, administration and collaborating vendors

Scale

We work with you to create foundational frameworks that enable capacity

ease LEARNING

Sampling of Ease Learning Partners

Johns Hopkins University

Southern New Hampshire University

American University Washington, DC

Tulane University

Boston College

San Diego Continuing Education

San Diego Community College District

Texas Wesleyan University

Hitchiner Manufacturing Co., Inc. Since 1946

University of Pittsburgh

Claremont Graduate University

Massachusetts Institute of Technology

Amadeus

Brandeis University

University of Wyoming

University of New Hampshire

Bond University Bringing Ambition to Life

Temple University

WPI

Brandeis University

www.easelearning.com

ease Learning

Ease Learning Design Options

Ease Learning Design:

A turnkey consultative model.

We create a Framework factoring in teaching preferences from faculty, while applying a scalable, consistent pedagogy and technology Framework to consecutive course/program designs working with your subject matter experts (SMEs).

The result: We deliver a finished student ready quality learning experience incorporating best practice and effective strategies bringing to life content worthy of your brand.

Included:

- Framework (Institutional and Program Level)
- Learning Path
- Templates and Completed Course Blueprints
- SME and Faculty Orientations
- Student ready courses
- Facilitation Guides
- Media recommendations
- Final media files within course
- Live session lesson plans (as relevant)

Ease Learning Design Options

Ease Learning Accelerated:

A consultative product.

We create a Framework for you that includes:

- Learning Design Templates
- Tools and training modules
- Consulting Q&A sessions

The result: Your team is upskilled to allow them to create a solid learning experience.

Included:

- Framework
- Learning Path/Blueprint Template
- Subscription to on-demand training modules
- 3 Live Q&A sessions

Ease Learning Design Options

Plus!

If you are creating skills focused learning and want to align your curriculum and track learner progress to real world market skills, **either of our design options can be paired with a subscription for Ease Learning Skillways™**.

Skillways is a full featured skills-based learning experience solution.

It enables:

- skills-based learning design and mapping
- embedded delivery of modular stackable learning experiences in any LMS or equivalent
- rich data/analytics grounded in the granular measurement of achievement of skills to track in real time and yield true currency for credentialing.

Building Skills-Based Programs

The demand for skilled workers is greater than ever, but availability is in short supply.

“Our study finds that 74% of hiring managers agree that there is a skills gap in the current labor market, with 48% saying that candidates lack the skills needed to fill open jobs.”

March ‘20 US Chamber of Commerce

Skillways addresses the solutions endorsed by the U.S. Chamber of Commerce.

Improve alignment between educational program curricula and the skills needed in the workforce

Work with educational programs to strengthen talent pipelines

Increase upskilling initiatives for current employees

Skills 101 - Open Skills Network

- *"A **"skill"** represents knowledge, abilities, or learned behaviors described in a short phrase that communicates discrete, discernable value an individual can demonstrate or acquire."*
- *"**Skills-based education** focuses on building a learner's skills and making those skills evident across learning experiences and programs. Skills-based education can help students capitalize on the skills they have earned, no matter where they have earned them, and more easily identify learning opportunities that will help them achieve their career goals."*
- ***"Rich Skill Descriptors (RSDs)** - Machine-readable, searchable data that include the context behind a skill, giving users a common definition for a particular skill, and achieving skills interoperability in credentials, education and training opportunities, job profiles, and learner records."*

Skills 101 - Open Skills Network

- *"**Skills-based hiring** focuses on a candidate's verified skills rather than other subjective criteria. Skills-based hiring can help employers access talent that is generally overlooked by traditional hiring methods, such as people of color, women, people with disabilities, people with criminal records, people who have paused their careers to care for family members, and people who lack a four-year degree."*
- *"**Learning and Employment Record (LERs)** are comprehensive, exchangeable digital records of achievements learned in school, on the job, through volunteer experiences, or in the military and may be represented as skills, competencies, course, certifications, degrees, and other credentials. LERs may also contain validated work history, portfolio artifact/evidence, self-asserted accomplishments, etc. Learners control their privacy, discovery, and sharing of their LER. LERs may also be referred to as Interoperable Learning Records (ILRs)."*

Knowledge vs. Skill

Knowledge based learning

- lectures
- resources
- theory
- **“knowing”**

VS.

Skills based learning

- applying
- practicing
- demonstrating
- Feedback/many attempts
- **“doing”**

Designing with Skills in Mind

Competency = Knowledge + Skill + Aptitude

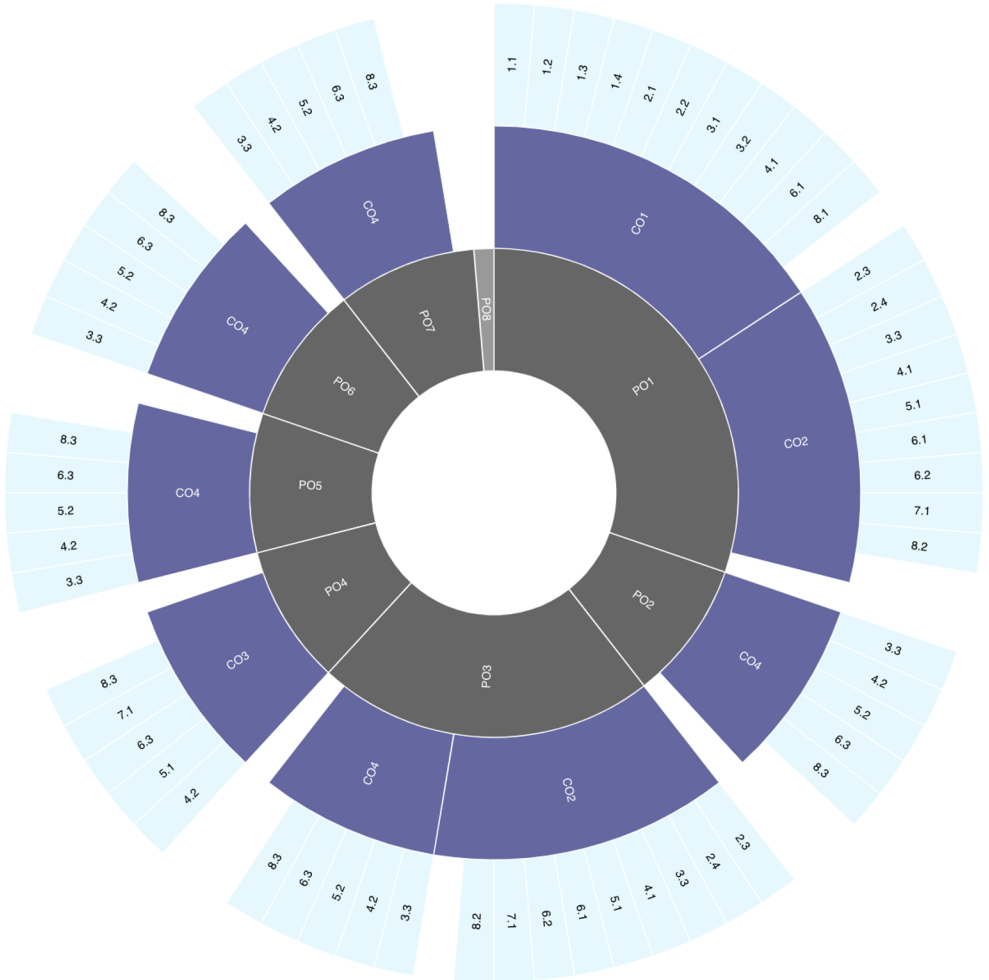
Learning Objective Type	Descriptor that builds the Map	Path
Knowledge	Identify, Explain, Summarize, List, Recall, Discuss	Summaries/Essay, Matching, Multiple Choice, Fill in the blank, Discussion
Skill	Create, Apply, Synthesize, Perform, Troubleshoot, Analyze, Assemble, Construct	Scenarios, Demonstration of process, Problem Solving and Explaining Process, Create real-world artifacts, Apply resources to a real task

Source: Competency-based Learning; Increase Employee Skills Development through Competency-based Education

Designing with Skills in Mind

Build your map	Layers of alignment Connection to job skills/real world
Create your path	Variation in outcomes and activities
Modular content	Stackable and reusable Supports and enables syndication
Actionable data	Insight into outcomes and skill development Continuous improvement of learning design
Equitable experience	Creating a “universal currency” of skills enables more equitable interoperable access to education as well as job market

Designing with Skills in Mind



Mapping is Essential

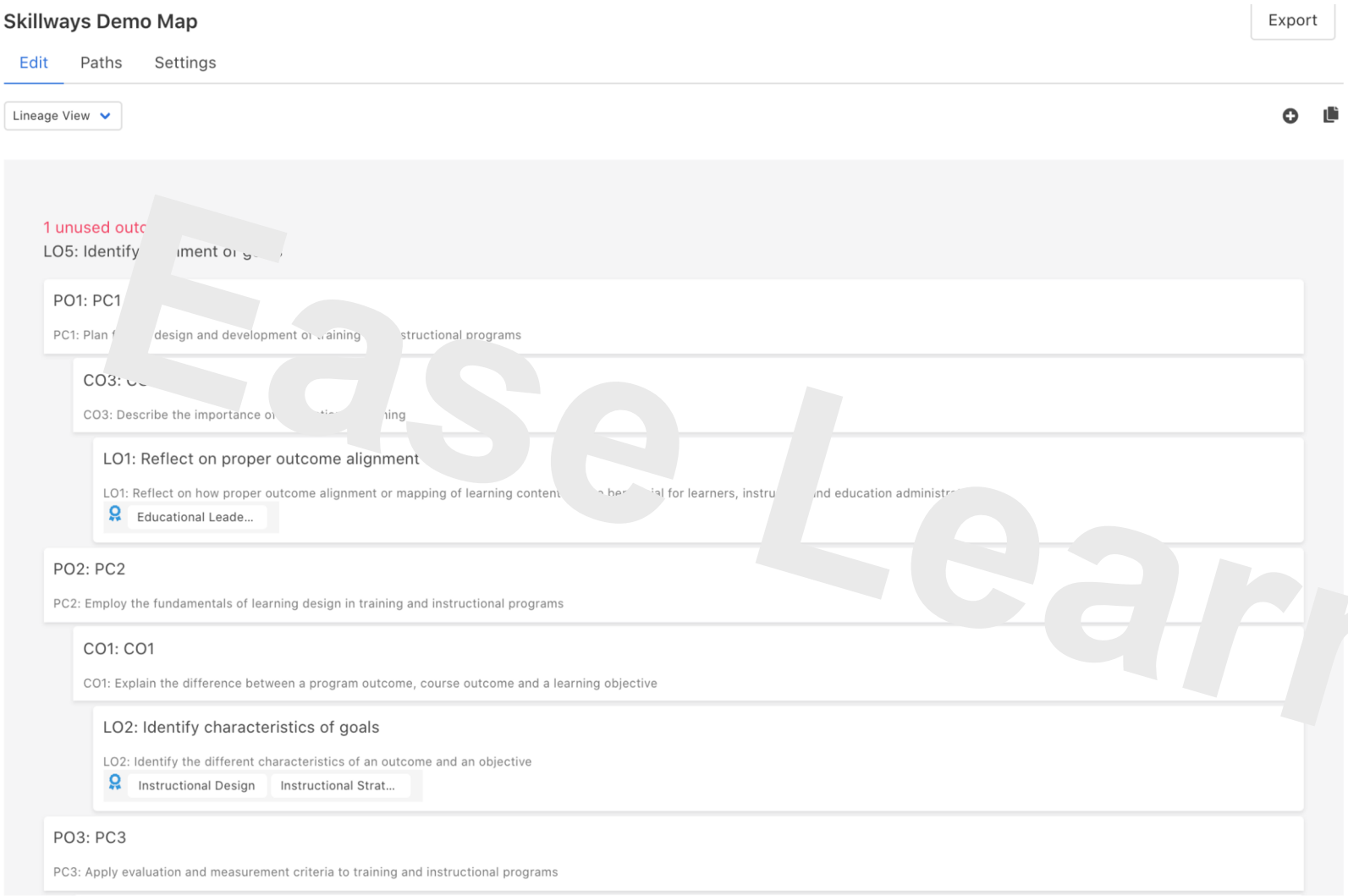
Program - What are the careers graduates can pursue after they are knowledge-able?

What skills are those jobs seeking - industry job taxonomies

Course/Module Outcomes

Assessments - demonstration of granular outcomes and skills

Mapping Sample



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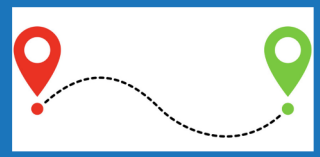


Choose Approach to Create the Pathway

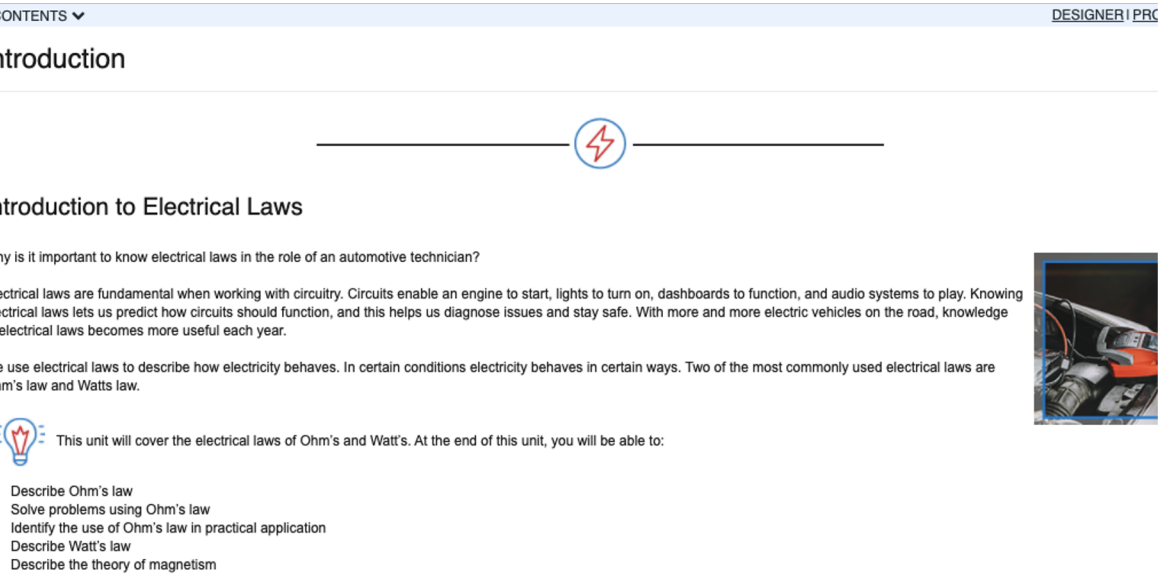
Examples of **Knowledge** Outcomes:

- Describe Ohm's Law
- Explain how to measure for resistance and voltage

Examples of **Skill** Outcomes:

- Apply quantitative principles in electricity
- Solve problems using Ohm's law

Designing with Skills in Mind



Include Knowledge and Skills in Learning Path – Scaffolding

Blending approaches based on learning outcomes

Sequencing to scaffold learning

Aligning to outcomes with Mapping

Designing with Skills in Mind

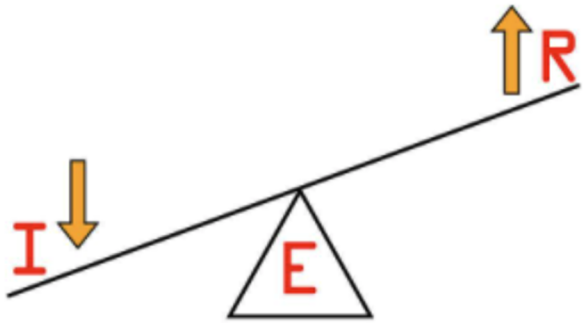
General Rules of Ohm's Law

We use two general rules of Ohm's law to understand, predict, and calculate the behavior of electricity in a circuit.

First Rule

Second Rule

Assuming voltage does not change, as resistance increases, current flow decreases. This also means that as resistance decreases, current flow increases.



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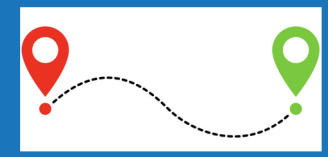


What is the item that is being measured with each term and unit of measurement?

Term:
Voltage (E)

Unit of Measurement:
Volts (V)

Term:
Current (I)

Unit of Measurement:
Amps (A)

Term:
Resistance (R)

Unit of Measurement:
Ohms Ω

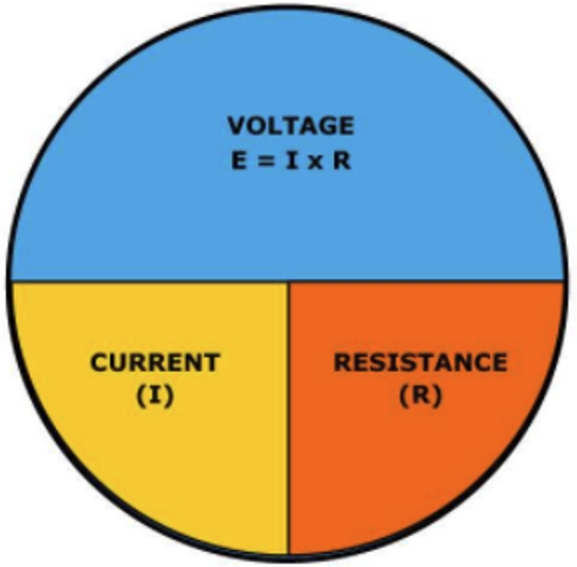
Click to reveal.

Designing with Skills in Mind

Ohm's Law Practical Reflection

Ohm's law is not just for engineers who design electrical components and circuits. Think about what you would need to determine to install accessory fog lamps on a vehicle.

- How much current do the lamps draw?
- What wire gauge should be used in the circuit?
- How much current should the switch be able to carry safely?
- Will the switch wire to an accessory connector in the fuse panel?
- How many amps should the fuse be rated?



Ohm's law solving circle for voltage

Designing with Skills in Mind

Knowledge Check 2: Solve and Explain

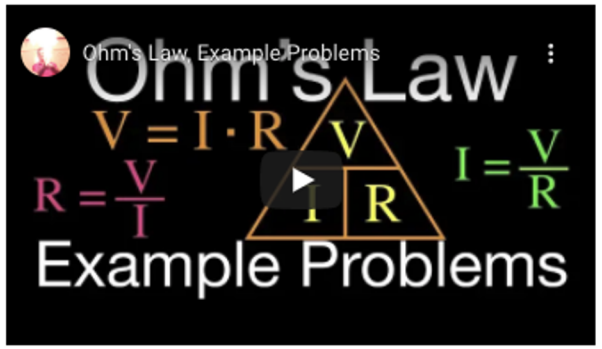
Using your knowledge of the terms and units of measurement, solve some example problems using Ohm's Law.

Conversation

You have completed 0 of unlimited attempts.

1 of 1

Ohms Law Example Problems



Review the video and solve the following equation.

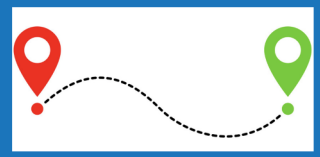
What voltage must a battery have to produce 0.5 A current through a 4.0 Ω resistor?

$V = I \times R$ ☐

Explain your response (max 2 min)

Record ▶ Playback

Designing with Skills in Mind



Reflection: Ohm's in Practicality

Challenge your understanding of Ohm's Law by reflecting on how it can be used in the career you are pursuing.

Show Rubric

You have completed 0 of unlimited attempts.

1 of 1

Compose a two page reflection on how your understanding of Ohm's law will be useful in your daily profession. Your reflection should include the following items:

- Summary of Ohm's law including the two general rules of Ohm's law
- Scenario in which Ohm's law would be applied in a practical setting

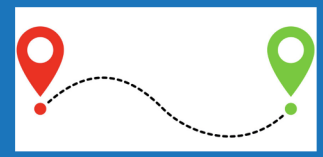
Refer to the rubric for further details on the assignment and to ensure you address the required criteria.

B I U

0 / 10000 Word Limit

◂ Submit ▸

Designing with Skills in Mind



Rubric

Criteria Score	Excellent 100%	Very Good 90%	Satisfactory 75%	Needs Work 50%	Unsatisfactory 0%
Includes summary of Ohm's law 10 pts					
Reflects on practical application of Ohm's law and includes real-world example 10 pts					
Reflection is at least 2 pages in length and free of grammatical errors 5 pts					

Designing with Skills in Mind

Modularity and Chunking

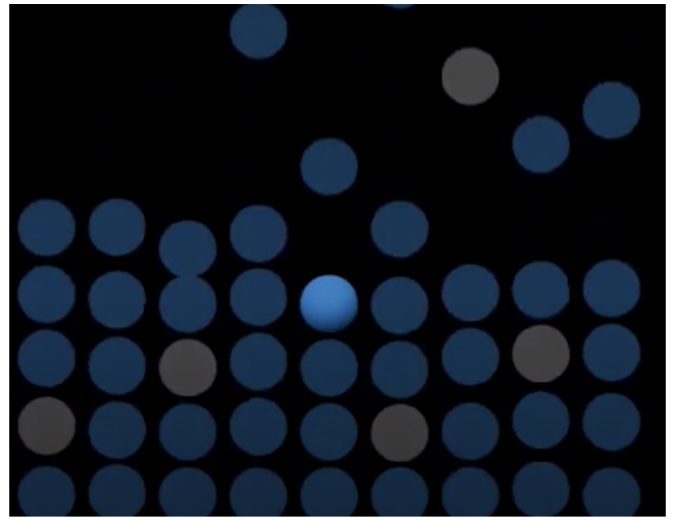
Each Learning Path is built around outcomes and skills and modularly “chunked”

Skills can be “stacked”

Each chunk can be combined with different chunks in skills aligned combinations and used with different maps

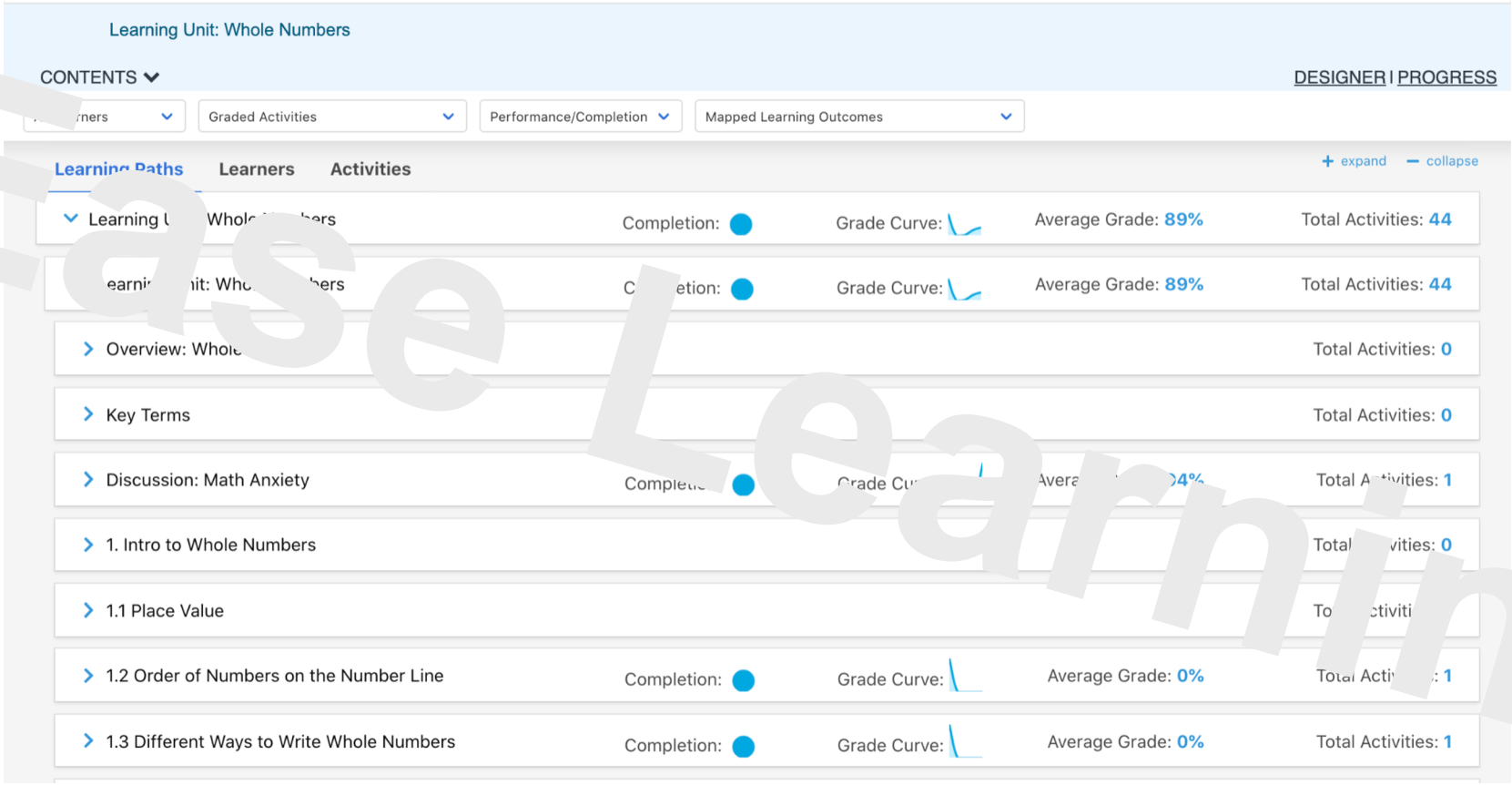
Content combinations are currency or proof of demonstrated outcomes and associated job skills - badges and certifications now have currency

Chunks can be reused or serve more than one purpose



Designing with Skills in Mind

Mapping, Learning Paths and choosing the right approach with design of content and assessments for each outcome and skill results in **actionable data.**



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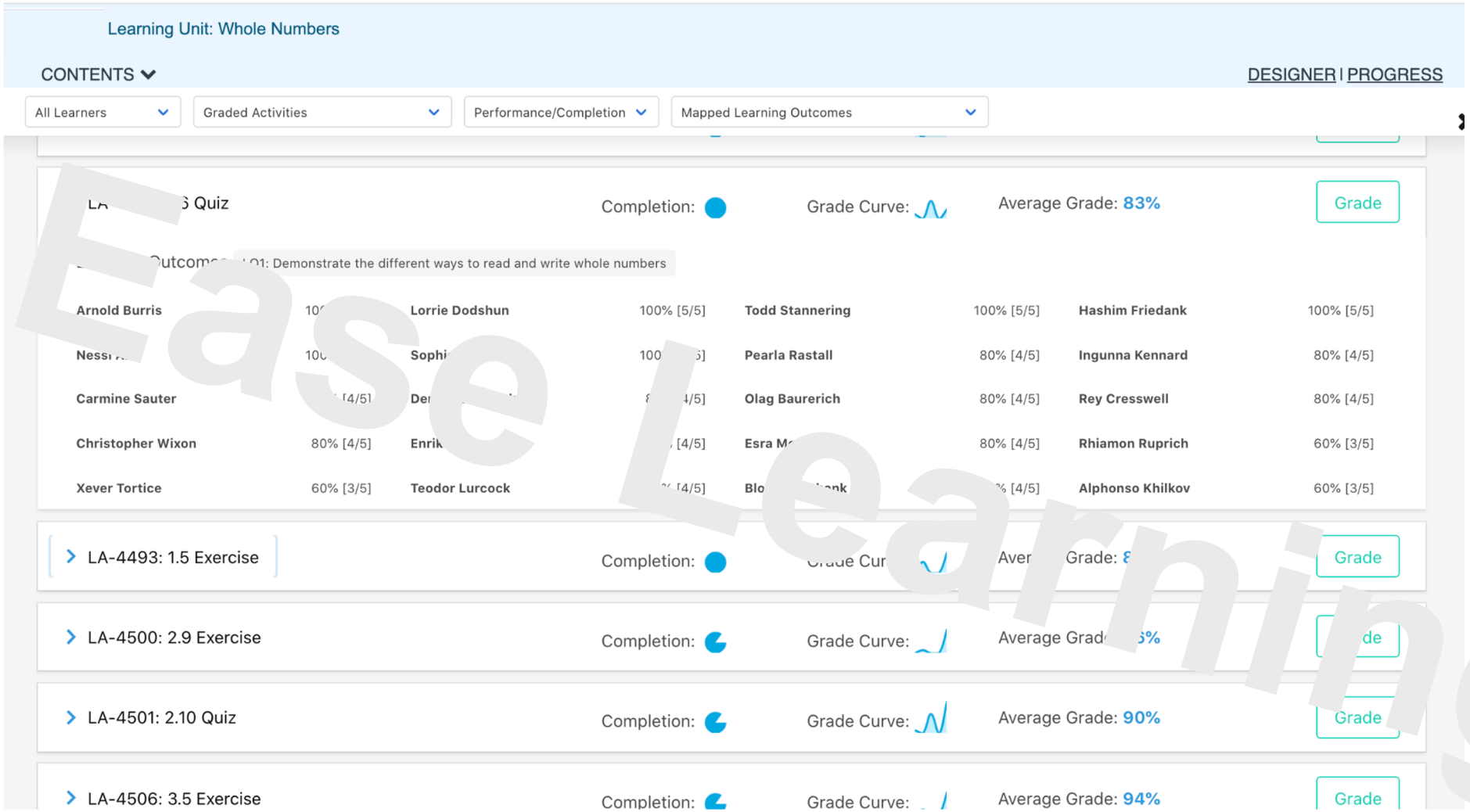

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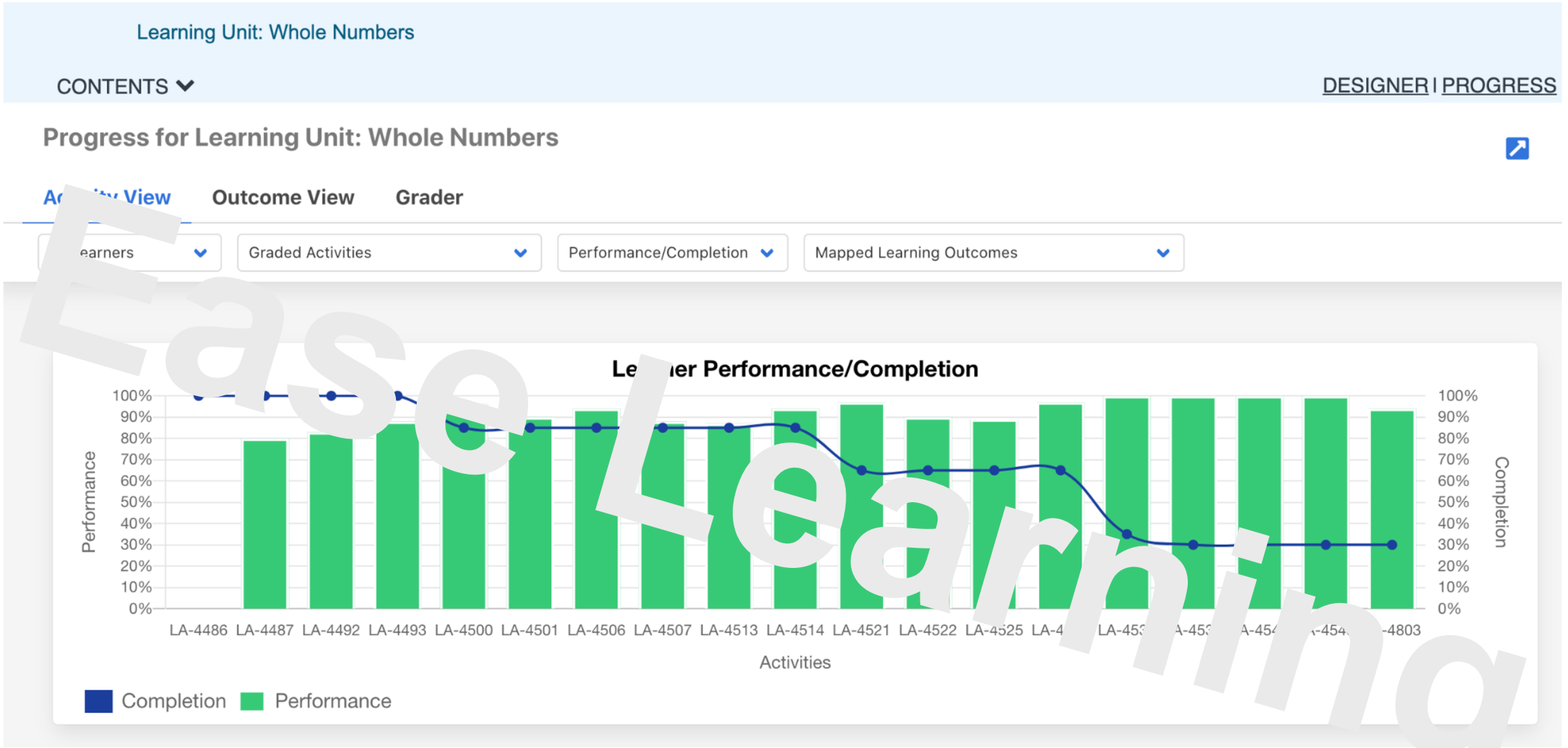

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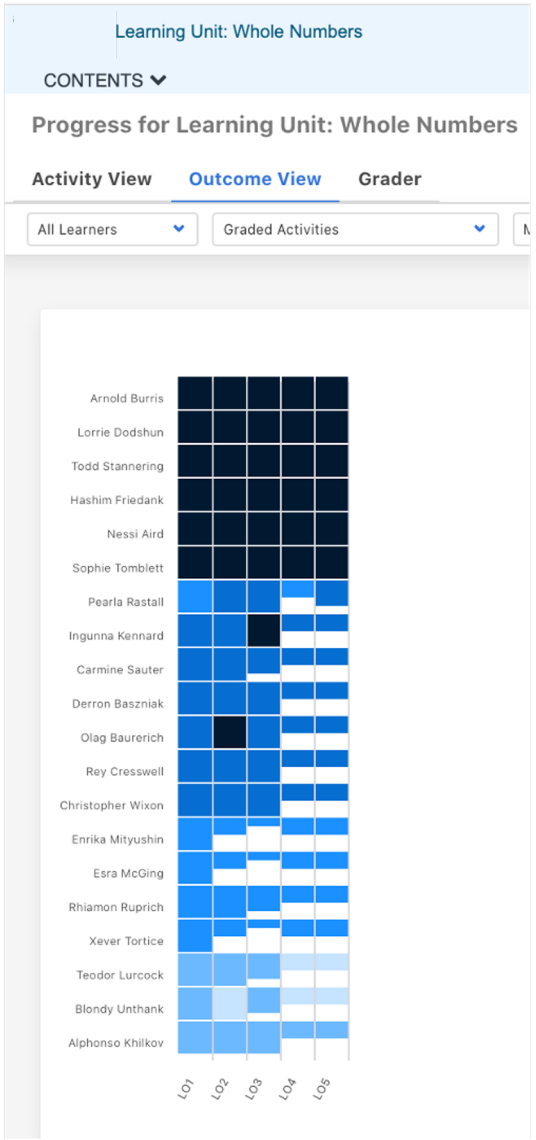

Color

Achievement Level

- Mastered (90-100%)
- Proficient (80-90%)
- Good (70-80%)
- Progressing (60-70%)
- Needs Help (50-60%)
- Failing (< 50%)

Size

Activity Completion

- 0-25%
- 26-50%
- 51-75%
- 76-100%

Designing with Skills in Mind

Why create a universal currency around skills?

- Equity in the job market
- Enrollment differentiation
- Prior Learning Assessment (PLAs)
- Transfer Credit
- Focused pathways from learning to jobs
- Interoperability on how to quantify skills

Things to consider…

- Is the concept a knowledge or a skill?
- What is the best mode to engage learners on this concept?
  - think about sequencing these to build
- What verb best describes what you need the learner to do?
- Do they need to practice this concept? If so how? And how many times?
- Do they need feedback? Instructor? Peer?
- How will they demonstrate their progress? List evidence you want to see.

Ease Learning

Flexible offerings to help you create skills-based programs:

- ➔ Ease Learning Design Plus
- ➔ Ease Learning Accelerated Plus
- ➔ Ease Learning Skillways

To learn more visit our website www.easelearning.com

or email Laurie Pulido **lpulido@easelearning.com**

Questions?

Thank you!

For more information:

www.easelearning.com