

## Understanding the learning process

Most facilities have conducted some type of training either in-house or at another facility that while informative, becomes ineffective when retention is not the focus of the program. Power Plus Training Services understand that your training budget is limited and the real value of training only apparent if the student retains the knowledge and can actually **use** the skills on the job.

If the only technique used has been talking, a new approach will almost certainly be beneficial. All of the senses can have some role to play in learning, and research on adult learning has suggested how large each role is:

- Taste accounts for 1 percent of learning.
- Touch for 1.5 percent.
- Smell accounts for 3.5 percent.
- Hearing is the channel for 11 percent of messages-and thus learning. It is the most commonly used training medium and the basis for "much of our ineffective training."

But all of these together accounts for only 17 percent, while **83 percent of learning comes via the sense of sight**. Material that can be seen and read, visual aids of all sorts, are therefore the most effective training tools. So why aren't films, videos, overheads, and the like made a part of virtually every training session? These materials can be incredibly expensive and require to large of an initial investment to be cost effective.

Power Plus Training Services use a combination of visual aids for all of our courses including:

- Power Point Presentation
- Quality video programs
- Unique training aids that the students can touch

Adult learning theory also tells us that men and women learn more effectively based on:

- Multiple senses
- Desire
- Immediate benefit
- Active involvement
- Experience relatedness
- Assessment

### ***But What Do We Retain?***

Assuming that actual learning does take place during a training session, how much of it is retained, and for how long? If it's all gone by tomorrow, it won't contribute much to your trainee's health or safety next week.

Research has shown that over the short-term (72 hours) adults tend to remember:

- 10 percent of what they read
- 20 percent of what they hear
- 30 percent of what they see
- 50 percent of what they see *and* hear
- 70 percent of what they say - preferably in their own words
- 90 percent of what they *say as they do*.

This obviously presents a clear pattern for construction of effective training. And it suggests that frequent refreshers may be necessary to achieve retention of knowledge over the long term. That's why our staff of instructors spend "Hands-On" time with our students of the exact same equipment that they are going to use on the job.

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