Everyone Wins! The Impact of Moving to a Blended Training Model
This best practices presentation reports the results of moving from a reliance on traditional face to face training events to a blended model of asynchronous online courses and a reduced amount of face to face training. The training was developed and delivered to community-based providers of mental health services to children and families spread among the 28 community mental health centers in the state of Kansas, USA. The event training delivery system requires travel, scheduling and coverage. The online training delivery system allowed new employees to begin training immediately, receive feedback on their learning and allowed supervisors to monitor progress. With the online training in place to convey basic content information, the focus of the training events shifted to application of concepts, community building, and acquiring skills. The results show the blended model was superior for accessibility, content mastery, elapsed time to completion of training requirements, and cost saving. The benefits to everyone - to the trainee, to the organization, to the clients being served, to the State regulators and to the University are identified. The implementation strategies that added to the success of the blended model are discussed.